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TOWN OF NATICK

2020 Annual Report

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General Statistics

Natick was incorporated as a Town on February 19, 1781

Location: 18 miles west of Boston
Area: 15.99 sq. Miles
Population: 31,171

Registered Voters: (as of December 31, 2020)

Democratic	7,996
Republican	2,200
Unenrolled	14,331
Libertarian	78
Green-Rainbow	17
All Other	154
Total:	24,776

Voting Qualifications: Must be 18 years of age on or before Election Day, born in the United States or fully naturalized; a resident of Natick.

Registration of Voters: Town Clerk's Office, 13 East Central Street, Monday- Wednesday 8 AM-5 PM, Thursday 8AM-7PM, and Friday 8AM-12:30 PM. Any eligible voter may also register on-line at <https://www.sec.state.ma.us/OVR/Welcome.aspx> as long as you have a Massachusetts driver's license or State ID.

Where to Vote (Precinct Numbers):

Natick High School, 15 West St.	Precincts 1, 2 and 3
Wilson Middle School, 24 Rutledge Road	Precincts 4 and 5
Lilja School, 41 Bacon Street at Oak Street	Precinct 6
Community-Senior Center, 117 East Central St.	Precincts 7, 9 and 10
Morse Institute Library, 14 East Central St	Precinct 8

TOWN OFFICES:

Town Hall, 13 East Central St.

School Department	Town Hall, 13 East Central St.
Police Department	20 East Central St.
Fire Department	22 East Central St.
Department of Public Works	75 West St.
Morse Institute Library	14 East Central St.
Bacon Free Library	58 Eliot St.
Community-Senior Center	117 East Central St.
Council on Aging	117 East Central St.
Veterans Agent	117 East Central St.
Recreation and Parks	Cole Center, 179 Boden Lane

Legislative Representation

US Senators: Elizabeth Warren
Edward J. Markey

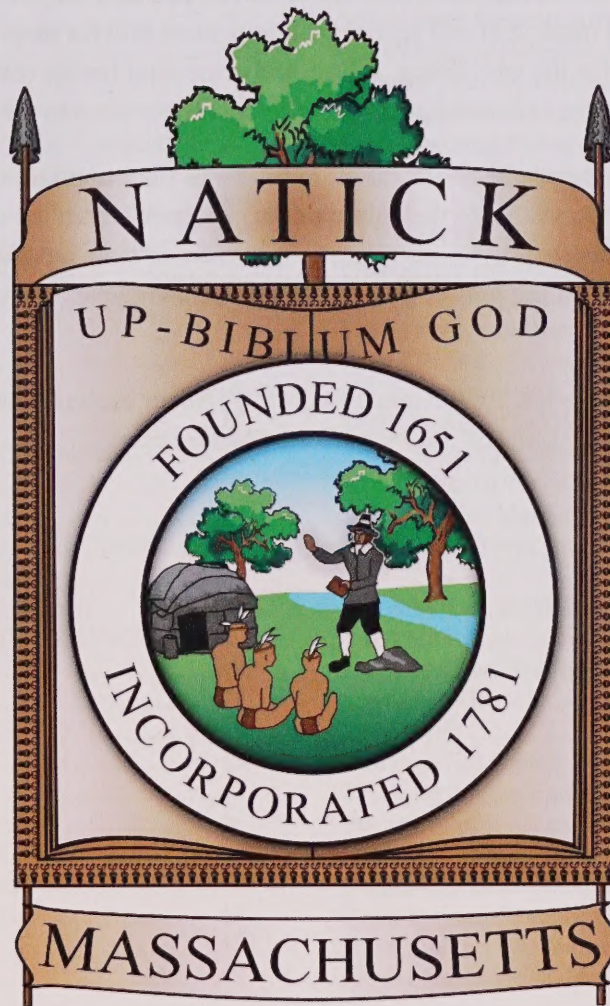
Representative in Congress: Katherine Clark

State Senators: Becca Rausch, Precincts 6, 7, 9 and 10
Karen Spilka, Precincts 1-5 & 8

State Representative: David Paul Linsky

Cover photo courtesy of Jacey Cowles Shumaker

**241st Annual Report
of the
Town of Natick
Massachusetts**



Year Ending December 2020

TOWN REPORT DEDICATION

The Town of Natick 2020 Annual Report is dedicated to each and every employee of the Town, in recognition of their exceptional contributions throughout the year to the well-being and quality of life of those who live, work, or spend time in our community.

In a year in which a pandemic changed our way of life, employees at every level of municipal and school operations rose to meet the challenges under unprecedented conditions. Employees throughout all of the town's departments displayed extraordinary flexibility, creativity, and resiliency; they developed innovative ways to deliver services to the town's residents; closely collaborated with the business community to support businesses and mitigate the impact of the pandemic; took on work for other departments where the need for support was greatest; developed new ways to provide instruction in multiple settings; ensured municipal and school buildings were safe for employees, students, and the public; worked tirelessly for the well-being, safety, and protection for the rest of us; and continuously evaluated how to keep people safe and how to provide critical services to the community.

These efforts and successes provide an important reminder of the important role played by all Town employees, whether they are visible to the public or not. Their efforts in the ongoing evaluation of how to most effectively and efficiently provide services, how to recover from a pandemic as a community, and how to meet the challenges of the future, will continue to be a vital part of how Natick evolves in 2021 and the years beyond.

In dedicating the Town of Natick 2020 Annual Report, we honor each person who works for the Town of Natick and offer our sincere gratitude for their efforts and successes.

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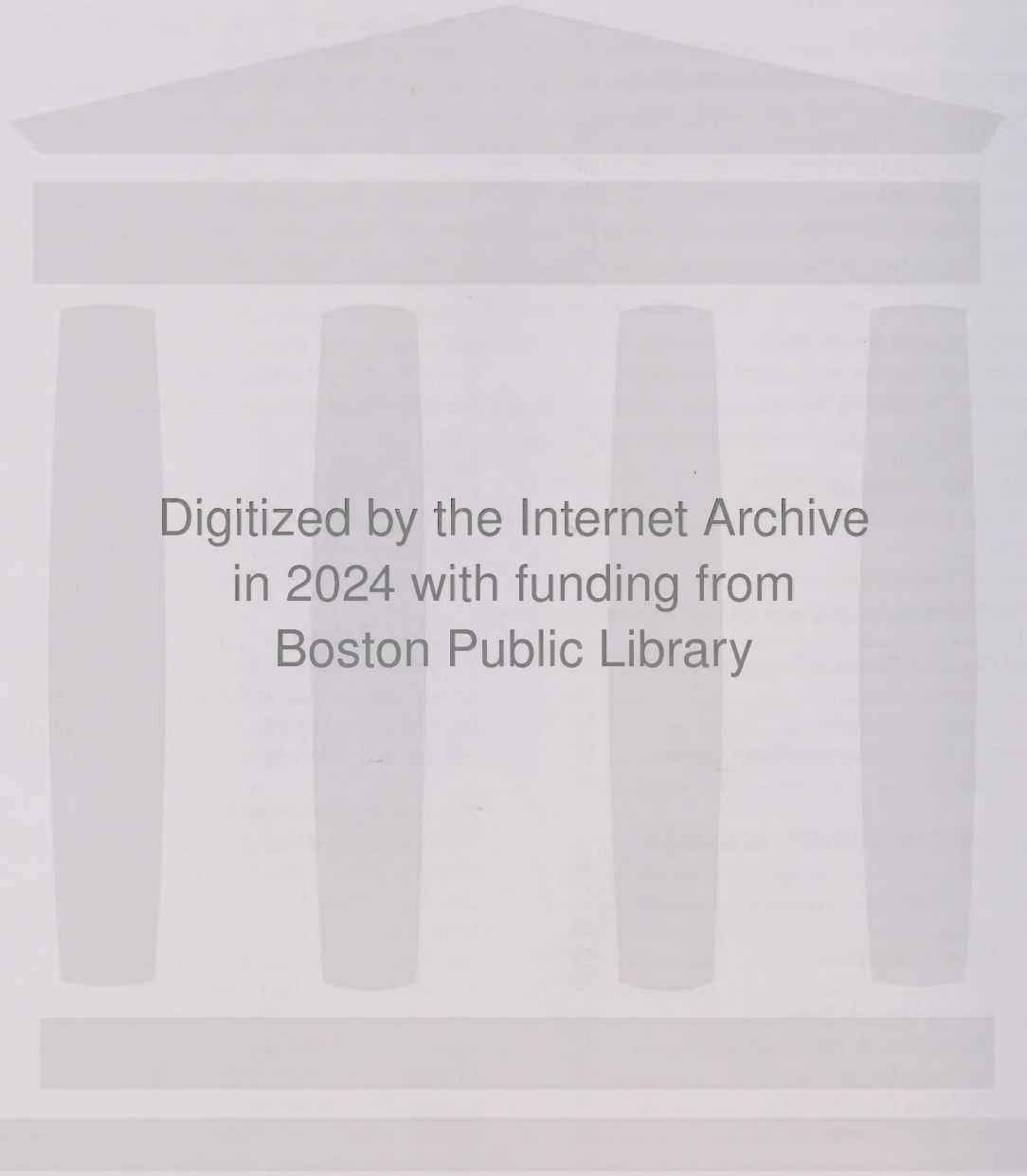
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ELECTED AND APPOINTED TOWN OFFICIALS

ELECTED TOWN OFFICIALS

Select Board	Term Expires	Moderator	
Jonathan Freedman, Chair	2021	Frank Foss	2022
Richard J. Jennett., Jr., Clerk	2022		
Susan Salamoff	2022	Morse Institute Library Board of Trustees	
Michael J. Hickey, Jr.	2023	Joseph Keefe	2023
Karen Adelman-Foster, Vice-Chair	2023	Kathleen Donovan	2023
		Gerald Mazor	2023
Board of Assessors		Sally McCoubrey	2023
Molly Reed	2021	Eliot Goodman (resigned 2/20)	2023
Janice Dangelo	2022		
Peirce, Kathryn	2023	Planning Board	
Board of Health		Andrew Meyer	2021
Ian L. Wong	2020	Julian Munnich	2022
Peter A. Delli Colli, DMD	2021	Terri Evans	2023
Donald Breda	2022	Peter Nottonson, Chair	2024
Karla Sangrey, PE	2023	Susan Simone King (Associate Member)	2024
Paige Meisheid, MD Physician to the Board		Glen Glater	2025
Constables		Recreation and Park Commission	
Todd Gillenwater	2021	Kelly McPherson	2021
Ross Cigna	2022	David W. Ordway	2022
Kevin Flynn	2022	Jessica Ordway	2022
Paul Gorman	2022	Michael Fair	2020
Jeremy Kipling	2022	Barbara Fahey Sanchez	2020
Stephen Roche	2022	School Committee	
Housing Authority		Shai Fuxman	2021
Margaret Kiely-Close, Governor's Appointment		Matt Brand	2021
Erica Ball		Julie McDonough	2022
Grogan, William	2025	Cathleen Collins	2022
Parish, David, Chair	2021	Henry W. Haugland	2022
Gregory Bazaz	2024	Donna M. McKenzie	2023
		Hayley I. Sonneborn	2023
		Town Clerk	
		Diane Packer	2022

COMMITTEES APPOINTED BY THE SELECT BOARD

Affordable Housing Trust Fund		Saul Berelowitz	2021
Susan Salamoff	2021	Jonathan Freedman	2022
Randy Johnson	2021	Cathleen Collins	2022
Glenn Kramer	2021	Reginald Leese	2022
Ganesh Ramachandran	2021		
Greg Bazaz	2021	Bacon Free Library Maintenance Committee	
Jay Ball	2022	Ruth Fox	2020
Helen Johnson	2022	John Donovan, Chair	2021
Patricia Sciarra	2022	Bob Foley	2021
Alyssa Springer	2022	Michael Collins	2022
Laura Duncan	2022		
Audit Advisory Committee		Cable Advisory Board	
Todd Gillrnwater	2021	Paul Gorman	2021
		Hank Szretter	2021

Todd Gillenwater	2021
Lawrence Drolet	2022
Matt Steinberg	2022

Charter and By-Law Review Committee

Cathy Coughlin	
Carol Gloff	
Alan Grady	
Harriet Merkowitz	
Alan Rosenman	
Catherine Schellenberg	
Richard Sidney	

Cochituate Rail Trail Advisory Committee

Barb Coco	2021
David Camacho, Vice Chair	2021
Robert C. Mueller	2022
Joshua Ostroff, Chair	2022
Barbara Fahey Sanchez	2023
Joel Barrera	2023
Michelle Languedoc	2023
Dennis Ravenelle	2023
Michael Walz	2023

Community Development Adv Committee

Susan Salamoff	2021
Ganesh Ramachandran	2021
Patricia Sciarra	2021
Laura Duncan	2022
Alyssa Springer	2022

Conservation Commission

George Bain	2021
Jeffrey Richards	2021
Matthew Gardner, Chair	2022
Douglas Shepard, Vice Chair	2022
Mary Kate Schneeweis	2022
Michael Downey	2023
Kathy Rehl	2023

Contributory Retirement Board

Michael Melchiorri	2020
Nicholas Mabardy	2020
Michael B. Reardon	2021
Eliot Lurier	2021

Council on Aging

Susan Peters	2021
Connie Pitt	2021
Judith Sabol	2021
Elana Danahy	2022
Shirley Magnarelli	2022
Karen Oakley	2022
Malcolm Sockol	2023
Andrew D. Eschtruch	2023
Harriet Merkowitz	2023

Richard Subber	2023
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Cultural Council

Grace Keeney	2021
Prema Dublish	2021
Robert K. Hirsch	2021
Shriya Joag	2021
David Krentzman	2021
Kevin Baldwin	2022
Livia Mosanu	2022

Economic Development Committee

Joseph Attia	2021
Douglas Landry	2021
David Pratt	2021
Athena Pandolf	2021
Richard J. Jennett, Jr.	2022
E. Scott Laughlin, Chair	2023

Elderly and Disabled Taxation Fund

Ralph Letner	2018
Sheila Adams, Chair	2019
Janice Dangelo	

Equity Task Force (October, 2020)

Eric Nguyen
Christine Robinson
Marilyn Park
Tina Opie
Guimel DeCarvalho
Nora Elbasha
Susan Salamoff
Karen Adelman-Foster
Anna Nolin
Dorothy Blondiet
James Errickson

Historic District Commission

Christopher Milford	2021
Matthew Labrie	2022
Susan Fernandes	2022
Jeannine Furrer	2022
Michael Collins, Chair	2023
Melissa Sullivan	2023
Barbara Shenker (alternate)	2023

Historical Commission

Steve Evers, Chair	2021
Salvatore Alessi	2021
Nathaniel J. Sheidley	2022
Michael Frechette	2022
Michael Pojman	2022
Vincent Vittoria	2022

Information Systems Advisory Board

Todd Gillenwater	2021
------------------	------

Hank Szretter, Chair	2021
Lawrence Drolet	2022
Paul Gorman	2022
Matt Steinberg	2022

Mathworks Scholarship Committee

Greg Cohen	2021
Brian Fay	2021
Sarah Burr	2021
Richard Williams	2021
Lenore Freitas	2023

Open Space Advisory Committee

Martin Kessel	2021
Douglas Shepard	2021
Doug Drenik	2022
David Lodding	2022
David Ordway	2023
Terri Evans	2023
Mary Stuart	2023

Recreation and Parks Commission

Wayne Szretter	2021
Jason Brandt	2022
Seth Levine	2022
Margaret Waters	2023

Registrars of Voters

Diane Packer, Town Clerk	
Robert Awkward	2021
Elizabeth Yobaccio	2022
Nancy Northgraves	2023

Senior Property Tax Exemption Study Committee

Robert Caplin	
Eric Henderson	
Richard W. Tresch	
Andrew D. Eschtruth	
Susan Ramsey	
Patricia Sciarra	
Susan Salamoff	

Sustainability Committee

Matthew Gardner	2020
Christine Andrews (Resigned 5/20)	2021
Carey Buttfeld	2021
Alfredo Vargas	2021
David Mogolov	2022
Rachel Serotta	2022
Devon Long-Lytle	2023
Leo Ryan	2023

**Town Administrator Screening Committee
(December, 2020)**

Edward Hudson	
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Carol Gloff	
Joshua Ostroff	
Anna Nolin (School Committee Representative)	
Lindsey Galvao	
Linda Wollschager (Finance Committee Rep)	
Steve Levinsky (Personnel Board Rep)	
Alan Grady (Town Moderator's Rep)	
Glen Glater (Planning Board Rep)	

Town Counsel Screening Committee

Paul Griesmer	
Leah K. Phillips Falzone	
James Connolly	
John Wadsworth	
William Proia	

Town Counsel Study Committee

Peg Waters	
Geoffrey Lewis	
Susan Assunta Simone Kang	
Paul Griesmer	
Charles Hughes	
Jay Ball	
Lisa Tabenkin	

Transportation Advisory Committee

Matt Page	2022
Steve Brayman	2022
Cody Jacobs	2022
Abigail Brown	2023
Joshua Ostroff,	2023
Alex Walker	2023

West Natick Fire Station Building Committee

John Austin, Fire Captain	
Melissa Malone Town Administrator	
John Ciccariello, Ex-Officio	
Daniel Dow, Daniel, Deputy Fire Chief	
Daniel Hartwell, Daniel, Firefighter	
Patrick Hayes, Finance Committee Representative	
Michael J. Hickey, Jr., Select Board Representative	
Michael Lentini,, Fire Chief	
Andrew London, Member-at-Large	
William Schoenig, Member-at-Large	

Zoning Board of Appeals

Jason Makofsy	2021
Christine Therrien (Associate Member)	2021
Michael Lynch (Associate Member)	2021
David Jackowitz	2022
Robert Steckbeck	2022
Justin McGuire	2022
Katherine Durrane	2023
Geoffrey Lewis	2023

COMMITTEES APPOINTED BY THE TOWN ADMINISTRATOR

Commission on Disability			
Lori Zalt, Chair	2021	Debra Sayre	2022
Eric Gagnebien	2021	David Dorant	2022
Aaron Spelker	2022	Kristen Pope	2023
Susan Peters	2022	Laura Godin	2023
Elaine Ostroff (Select Board Appt)	2023		
Amanda Hsiao (Select Board Appt)	2023		
Golf Course Oversight Committee		Safety Committee	
Robert Healey (resigned 11/20)	2021	Alan Grady	
George Richards	2021	Peter Gray	
Kevin Chandley	2023	David Gusmini	
Arthur B. Fair	2023	James Hicks	
		Tom Hladick	
		Brian Lauzon	
		Michael Lentini,	
		Joe Weisse,	
		James Freas	
		David Krentzman	
Personnel Board			
Steve Levinsky	2021		

COMMITTEES APPOINTED BY THE MODERATOR

Finance Committee		Town Meeting Practices & Rules Committee	
Julien LaFleur	2021	Paul Greismer	
Jeff Deluca	2021	Harriet Merkowitz	
Michael Linihan	2021	Catherine Schellenberg	
Jim Scurlock	2021	Alan Rosenman	
Jerry Pierce	2022	Cathleen Collins	
Todd Gillenwater	2022		
William F. Grome, Jr.	2022	Town Seal Review Committee (December, 2020)	
Bruce Evans	2022	Lincoln Anniballi	
Linda Wollschlager	2022	David Josselyn	
Dirk Coburn	2023	Mia Kheyfet	
David Coffey	2023	Niki Lefebvre	
Catherine Coughlin	2023	Simone Poliandri	
Philip Rooney	2023	Todd Sonneborn	
Richard Pope	2023	Sandra LaFleur	
Christopher Resmini	2023	Saul Beaumont	
		Virginia Mayo	
Land/Area Markup Study Committee		Sawin House Advisory Committee	
Julian Munnich		Moire Balsam	
Sara Hanna		Henry Haugland	
William Proia		Duane Houghton	
Alfred Doig		Michael Marotta	
Cathleen Collins		George Sawin,	

MISCELLANEOUS BOARDS AND COMMITTEES

Design Review Board		Trails and Forest Stewardship Committee (Aug, 2020)	
Saralyn Keller	2020	Dominic Hall	2021
John Traficante	2020	Tariq Abu-Jaber	2021
Avigail Shimshoni	2021	Sharon Sharpe	2021
Vincent Vittoria	2021	Lisa Standley	2022
Steven Gerrard	2022	James Frantzreb	2022
		Doug Drenik	2022
		William Brodnitzki	2023

OFFICIALS APPOINTED BY THE SELECT BOARD

Comptroller	Arti Mehta
Director of Veteran Services	Paul Carew
Emergency Management Director	Chief James Hicks
Fire Chief	Chief Michael Lentini
Labor Relations Consultants	Murphy, Hesse, Toomey & Lehane, LLP
Lock-Up-Keeper Chief	James Hicks
MBTA Advisory Board	Joseph Weisse
Metropolitan Area Planning Council	James Freas and Joshua Ostroff (Alternate)
Metrowest Regional Transit Authority	Karen Adelman-Foster
Parking Clerk	Debbie Sherman
Police Chief	Chief James Hicks
South Middlesex Opportunity Council	Dorothy Kennedy
South Middlesex Regional Vocational School	Ruth Mori, Elizabeth Smith-Freedman
Town Administrator	Melissa Malone
Town Counsel	Karis North of Murphy, Hesse, Toomey & Lehane
Veterans Burial Officer	Paul Carew

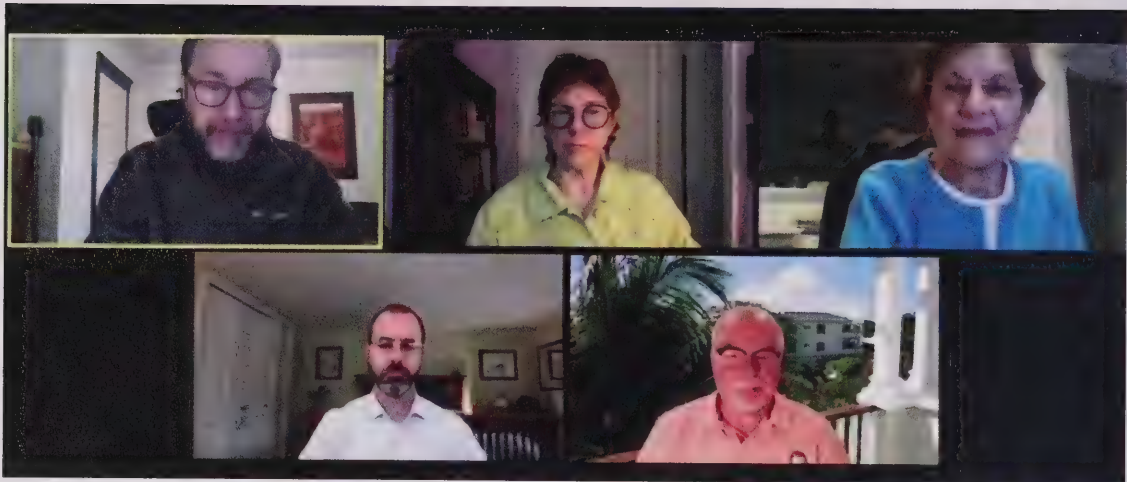
OFFICIALS APPOINTED BY THE TOWN ADMINISTRATOR

Animal Control Officer	Keith Tosi
Building Commissioner	David Gusmini
Communication & Information Officer	Kathy Lentini
Community & Economic Development Director	James Freas
Deputy Town Administrator/Finance Director	John Townsend
Deputy Town Administrator for Operations	William Chenard (resigned 5/20), James Errickson (appointed 5/20)
Director of Department of Public Work	Jeremy Marsette
Director of Facilities Management	John Gadson
Director of Recreation and Parks	Karen Partanen
Information Technology Director	Robert LaFrancois
Local Building Inspectors	Michael Connolly, Eric Libby
Procurement Officer	Bryan LeBlanc
Sealer of Weights and Measures	Joseph Mulvey
Senior Center and Community Services Director	Susan Ramsey
Sustainability Coordinator	Jillian Wilson-Martin
Town Treasurer/Collector	Debbie Sherman
Tree Warden	Arthur Goodhind

Anyone interested in volunteering for a Board or Committee please visit

<http://natickma.gov/487/Board-Committee-Volunteer-Information> for a listing of vacancies and application instructions.

SELECT BOARD AND TOWN ADMINISTRATOR



L-R Jon Freedman, Karen Adelman-Foster, Sue Salamoff
Mike Hickey, Rick Jennett

The Select Board is the Town's executive board, and serves as the Town's chief policy making agency. The Town Administrator is the Town's Chief Administrative Officer, and is responsible for managing and coordinating the activities and operations of Town departments pursuant to policies adopted by the Select Board. Following the 2020 Annual Town Election, Jonathan H. Freedman was appointed Chair, Karen Adelman-Foster was appointed Vice-Chair and Richard P. Jennett was appointed Clerk.

COVID-19 Pandemic Response

The Town faced the unprecedented COVID-19 pandemic during 2020, which had significant impacts on how the Select Board and Town Administration conducted business throughout the year. The effects of the pandemic were felt across town government, requiring officials, volunteers, and most impressively staff to serve the Natick community in ways never before asked or experienced. The Select Board and Town Administration are eternally grateful for the dedication to the community Town employees showed throughout 2020.

The pandemic caused many priorities to be adjusted or put on hold during 2020. In response to the public health crisis, the Select Board and Town Administration partnered with public health officials in a community-wide response to the emergency, bringing together public and private stakeholders to establish public health protocols, design common signage and practices, and support extensive public awareness throughout town.

The pandemic also brought about many firsts for the Select Board and Town Administration, including the first virtual public meetings, which became the standard throughout 2020. Town Hall was also closed to the public (except by appointment only) for most of 2020, allowing Town Staff to work in a safe, controlled environment, while also limiting interaction with the public due to the pandemic. All Town Meetings were also held virtually throughout 2020 for the first time in the Town's history.

Doing Business

Despite facing a public health and fiscal crisis with the new virtual platform, 2020 proved to be productive with many notable actions taken by the Select Board and Town Administration in order to both tackle the effects of the pandemic and ensure the operations of the Town continued, including:

- Establishing permitting for outdoor dining during the COVID-19 pandemic
- Approving extensions of premises for outdoor consumption/dining during COVID-19 pandemic
- Approving Order of Taking for the South Main Street improvement project
- Establishing an Equity Task Force

- Advancing Adult Use Marijuana request for interest for retail establishments
- Advancing a development agreement for the redevelopment of the St. Patrick's site on E. Main Street
- Establishing a Town Administrator's Screening Committee

Many of the Town's construction projects also continued in 2020, including the Connor Heffler Park and Whitney Field at the Navy Yard playgrounds. Construction continued on the South Main Street improvement project, the new West Natick Fire Station and Kennedy Middle School projects. The Commonwealth also continued construction on the Cochituate Rail Trail, and began construction on the North Main Street improvement project.

Fiscal Condition

The Town has maintained its AAA bond rating since 2008, and its fiscal condition remains very strong despite the effects of the pandemic. Facing uncertain fiscal conditions, actions were taken in 2020 to ensure Natick remains well positioned to retain its AAA bond rating for years to come. This included seeking to utilize short-term borrowing to support strategic capital investments, allowing for the Town's reserve/stabilization fund balances and cash positions to remain healthy. As the Town and the Commonwealth emerges from the pandemic following 2020, a strong local economy, sound management, solid financial practices and expectations of fiscal prudence will prove beneficial to Natick's fiscal future.

Despite the pandemic, the Town was still able to advance its fiscal goals throughout 2020, and accomplish the following:

- Targeted capital improvements and maintenance throughout the community;
- Provide for increases in compensation for municipal employees to maintain an exceptional level of service;
- Enhance continued support for Town departments;
- Provide the School Department with additional dollars to make investments for the benefit and health of our children, whose education was especially impacted by the pandemic.

The Fiscal Year 2022 budget is based on the core budget principles of a balanced budget where expenses do not exceed revenues, realistic revenue forecasts, prudent use of free cash and transparency. Though rough times are expected in future fiscal years due to the after-shocks of the pandemic, the Town is well positioned to keep its strong financial position for 2021. More in depth information of the Town's finances, capital projects and improvements is detailed on the Town's website.

Key Town Administration Leadership and Staff Changes

Due to the pandemic, hiring was largely put on hold for most of 2020. Despite this, natural turnover was experienced. One such position was the resignation of Bill Chenard as Deputy Town Administration for Operations, who accepted the position of Town Manager with the Town of Pembroke in May. The Select Board and Town Administration thanks Mr. Chenard for his dedication to the Town over many years of service, and wishes him great success with his new position. To fill this vacancy, Jamie Errickson, former Director for Community and Economic Development, was appointed in May as Deputy Town Administration for Operations. Other positions vacated in 2020 include the Library Director for the Morse Institute Library and the Director of Facilities, among others.

Conclusion

In facing unprecedented conditions, the Select Board and Town Administration would like to thank the numerous volunteers on various boards and committees, the individuals and businesses who support local efforts, and the town employees who work diligently to make the Town of Natick a wonderful place to live and work. The COVID-19 pandemic proved an immense challenge for the Natick community throughout 2020. Despite this unprecedented crisis, the Natick community efficiently and collectively adapted to learn new ways to engage with local government, provide new or expanded services to the community, and keep the essential functions of local government operating for the citizens of Natick. While the pandemic stressed many of the ongoing challenges facing Natick, it also highlighted the community's ability to become even more resilient and creative, due in no small part to the Town's dedicated volunteers, public/private partnerships, and staff.

HUMAN RESOURCES

Welcome to the Office of Human Resources for the Town of Natick! This annual report will serve as a snapshot of the Human Resources' activities from 2020. The Human Resource team is composed of Dorothy Blondiet, Director of Human Resources, Angela Cataldo, HR Coordinator and Linda Clark, Benefits Manager.

This year has been challenging for many-in a variety of ways. Early in the year, the world was introduced to a global pandemic. Town leadership and employees showed incredible agility and resilience in adapting work processes in order to continue to provide exceptional services to our citizens. Our employees have grown during this extraordinary year. We've witnessed their resilience, compassion and genuine care and concern for one another.

The Human Resources Department deployed Town-wide virtual COVID-19 training, which allowed us to collaborate with each and every employee in Town. This was a unique experience and likely not to have happened if we were not in the midst of a pandemic. This critical training combined with the Town's safety procedures and protocols were instrumental in keeping the number of active cases among Town employees low.

Like all Town employees, Human Resources staff rose to the challenge-virtually. The pandemic did not alter the Town's need to fill positions but it did alter the way the Town could interview and onboard new hires. Throughout COVID-19, the HR team continued to provide uninterrupted service in designing job-specific postings, recruiting-remote interviewing, and hiring and onboarding new employees, providing benefits and relevant wellness activities, and developing safe virtual learning opportunities.

Human Resources support town departments in minimizing employee risk and maximizing employee productivity through policy development, payroll administration, benefits administration, job classification and compensation, total compensation, drug testing, recruiting, training and development, workforce planning, employee and bargaining-unit relations, unemployment and worker compensation administration, records maintenance and assisting retirees and surviving spouses.

Human Resources is a service-oriented team, providing knowledgeable consultation and support to foster a respectful environment that inspires excellence within the Natick community. The department provides support to employees both represented and non-represented throughout their employment life cycle. This support starts at the hiring process, continues throughout employment and goes into retirement. In all areas of work, the Office of Human Resources firmly upholds confidentiality, accountability and trust.

The HR team is responsible for administering benefits across all municipal and school departments, as well as all eligible retirees in collaboration with West Suburban Health Group. The HR staff is also charged with workers' compensation issues as well as assist with unemployment claims for both Municipal and School employees. Working alongside MEGA, we ensure all workers comp claims are handled effectively and efficiently. In addition, HR is partnering with Town's workers comp carrier-MEGA to minimize the severity and cost of workers' compensation claims by ensuring a proper workplace safety plan is in place in all Town departments.

In 2020, HR staff was pleased to introduce the new Employee Assistance Program (EAP) provided by Perspectives, Ltd to all Town employees. Perspectives supports employees with their mental, physical financial and social well-being to help them be their best and most productive self. Employees will have access to a confidential Employee Assistance Program (EAP), and well-being tools they need to motivate, energize and inspire them to be healthy and happy.

The pandemic significantly impacted the town services which reflected in the number of employees that were hired. Below is a glimpse into what 2020 looked like from a hiring standpoint. Of the 59 new employees, 7 were Natick residents.

Department	Hires	Department	Hires	Department	Hires
Recreation & Parks	14	Facilities	4	Sassamon Trace Golf Course	5
DPW	11	Finance	2	Board of Health	1
Police	9	Fire	4	BOS/Town Administration	2
Morse Library	2	Community Development	4	Community Sr. Center	1

Promotions are an important aspect of developing and maintaining great employees. During 2020, the following employees of the town were promoted to higher positions.

Employee Name	Former Position	Promoted To
Kathy Che	Library Associate	Library Assistant
Chad M. Howard	Sergeant	Lieutenant
Kevin J. Delehanty	Officer	Sergeant
Dylan T. Punch	Officer	Sergeant
Ryan E. Payne	Officer	Sergeant
Tyler Jewell	Sanitation Driver	Skilled Laborer
Shawn Corrigan	Sanitation Driver	Skilled Laborer

Future Goals:

In 2021, the Human Resource Department will continue to promote the professional development of our employees, through training opportunities. We will look to collaborate with employees to provide them opportunities that fulfill their unique goals, through both in-house and external professional development offerings. Our staff expects to be very busy in 2021. Some of the goals we hope to accomplish are below:

- Prioritize diversity, equality and inclusion.
- Recruit and retain top talent when openings occur.
- Promote learning and development.
- Automate HR process for a robust HR delivery.
- Reach a successor bargaining agreement with all ten union groups.
- Create a robust HR/Benefits website.
- Implement a comprehensive Employee Handbook.
- Maintain compliance with MEPA & FLSA requirements.

The Town of Natick recognizes and values diversity as a vital characteristic of the Town Government. The Town celebrates the diversity of the community it serves and the individuals it employs, embracing the differences in race, color, gender, age, gender identity, religious creed, national origin, ancestry, handicap, sexual orientation and military background. Human Resources will continue to look for ways to expand outreach and share news of our openings in 2021. We continued to look for different venues to post our positions that would reach a larger and more diverse audience.

INFORMATION TECHNOLOGY DEPARTMENT

Overview

Good riddance 2020. With the pandemic cutting onsite staff in half for 6 weeks and the need to rapidly mobilize a large number of Town and School administrative staff, coupled with the retirement of a long time IT staff member, 2020 was a doozy. The one upside was the realization of the need to push services to the cloud, i.e. hosted solutions. The Town IT Department has long embraced the cloud for ease of access, resiliency, business continuity, disaster recovery and client services. For years, we have provided staff with laptops and the ability to work remotely, which benefitted us greatly when the pandemic hit and we were able to very quickly transition users to working remotely.

The pandemic required us to re-evaluate how staff access information and systems critical to them performing their jobs and the importance of making the IT data and voice infrastructure more mobile and our critical systems more accessible not only in times of disaster, but for day to day operations as well. Siloed critical systems could have a substantially detrimental effect on conducting business if the Town LAN were to go down for any reason. Over the years, the biggest pushback has understandably, been cost. It costs more to have vendors host your applications, but the pandemic made the Town realize the benefits of hosted solutions outweigh the cost when critical systems are siloed on the Town LAN and potentially inaccessible due to a natural, manmade, pandemic or any other disaster.

To that effect, we have embarked on many projects aimed at achieving a more mobile workforce and more resilient infrastructure, some of which are listed below -

Post-Pandemic Projects – some pending, some completed

- 1) Departmental Evaluation of remote needs.
- 2) ShoreTel mobility and Gateway solution – this enhancement to the Town's Voice Over IP (VOIP) phone system extends access beyond the Town's voice network and creates a mobile voice infrastructure that will allow staff to transparently access

the Town phone system through a mobile phone app, a softphone app on their laptops and even a physical desktop phone at home.

- 3) Replacement of Town on premise Permitting system with a more robust and complete enterprise hosted solution to not only improve the functionality of the permitting system but to also provide substantially better on line permitting services to clients. Planned Spring 2022 Implementation
- 4) Migrate the Town GIS System to hosted solution. For the same reasons listed above but since many critical systems interface with the Town's GIS system this integration becomes easier and more secure because, once again, it's not siloed on the Town LAN.
- 5) Migrate the Town's on premise Enterprise Resource Planning (ERP) system to a hosted solution.
- 6) Increase Internet bandwidth to handle more remote users, access to hosted solutions and the increase in video conferencing. We will also add a secondary failover Internet circuit for resiliency in case the primary circuit goes down.

On top of these projects are the day to day operations where we continue to provide broad based computer and Voice-Over-IP (VOIP) telephone services to municipal employees as well as services provided to the community via the Town web site and social media sites. This includes upgrading and replacing aging and obsolete equipment such as PCs, servers, printers, network data switches, etc. Data services include but are not limited to network administration, database administration, web site support, network security, end-user support, hardware and software support and administration and municipal staff training.

On The Horizon

In 2021, the IT Department will continue implementing the above mentioned hosted solutions and building a more mobile workforce. IT will continue to look for innovative methods and techniques in identifying and implementing cost effective solutions to improve, streamline and protect the day to day IT operations and, just as importantly, facilitate easy secure access to data for both the Town and its citizens via the town web site.

For more information on the Information Technology Department visit the Information Technology Department web pages on the Town of Natick web site (www.natickma.gov).

PROCUREMENT OFFICER

A municipal Chief Procurement Officer in the Commonwealth of Massachusetts ensures compliance with the statutory and regulatory framework governing the procurement of goods, services, and designer services, as well as the procurement of public building and public works construction services. Ultimately, he or she seeks to ensure that all goods and services are procured in an efficient, ethical, and impartial manner.

In the midst of my fifth year working for the Town as Chief Procurement Officer, I have been forced to adjust many functions of the Procurement Office to a virtual operation due to the global COVID 19 pandemic. Distribution of documents now occurs almost always electronically. Additionally, to ensure the safety of all personnel, bid openings are conducted via an online meeting platform. At all times, I take extreme precaution to ensure that viruses are not circulated during openings, and that as many functions as possible are delivered in a contact-less manner. All of the foregoing has been accomplished without compromising upon the need to ensure that the Town complies with all applicable laws, rules, and regulations.

In this difficult year, contracts have been signed and executed for the replacement of the Morse Pond Well Field, for construction improvements at Hunnewell Field, for South Main Street construction services, for carpeting replacement in several Town buildings, for the installation of necessary COVID barriers/windows in several Town Buildings, and for water system repair at miscellaneous locations.

Other procurements have also moved forward through completion of the procurement process. Specifically, contracts have been awarded or renewed for streetlight maintenance services, for on-call and emergency traffic signal maintenance services, for book/documentation restoration services for the Town Clerk's Office, for the purchase of air purifiers for the Natick Public Schools, for the purchase of asphalt for Natick Public Works, for playground repair services for the Natick Recreation and Parks Department, for on-call and emergency plumbing services for the Natick Facilities Department, for on-call and emergency door and door hardware services for the Natick Facilities Department, for the purchase crack sealing material and services for Natick Public Works, for the purchase/reimbursement of prescription medication for veterans (through the Community Services Department), and for the purchase of several vehicles for various departments in the Town. These projects are in addition to the many day-to-day purchases made under sound business practices that are under the \$10,000 statutory threshold for all Town Departments.

As 2020 closes, I continue to maintain an inventory of all Town of Natick contracts. An electronic data base of records and a labeled storage system facilitate my work as Records Access Officer for Procurement matters. Items are now tagged, both in physical

and electronic forms, for retrieval. . I have continued to advise departments Town-wide in Natick regarding procurement procedures. I have also served in the Citizens' Leadership Academy to apprise participants and residents of the aims of the Procurement Office.

In 2021 (and in the years to come), the Procurement Office will uphold and will champion the two cardinal principles of public procurement, as articulated by the Commonwealth of Massachusetts Supreme Judicial Court in Interstate Engineering v. City of Fitchburg, 367 Mass. 751, 757-758 (1975):

. . . First, the statute enables the public contracting authority to obtain the lowest price for its work that competition among responsible contractors can secure. . . Second, the statute establishes an honest and open procedure for competition for public contracts and, in so doing, places all general contractors and subbidders on an equal footing in the competition to gain the contract.

Id.

Please allow me to express my sincerest thanks to the Natick Select Board, the Administration, all Departments, and all Natick residents for continued success in a very difficult 2020. We will all strive for a better year ahead in 2021!
Chief Procurement Officer

BOARD OF REGISTRARS

The Board of Registrars, working with the Town Clerk's office, conducted four elections in 2020, three under COVID-19 protocols.

- March 3, 2020 – Presidential Primary
- June 30, 2020 – Annual Town Election (postponed from March 31)
- September 1, 2020 – State Primary
- November 3, 2020 – Presidential Election

The official results for all of the election are included in this Annual Report and are also posted on the Town's website at <http://www.natickma.gov/478/Voting-Election-Information>.

Town Clerk's Office and the Board of Registrar's expected 2020 to be an extremely busy year with the presidential primary and the November presidential election, but the onset of the COVID-19 pandemic really altered and further complicated the management of all of the elections. As the governor closed down most businesses except for essential workers in the middle of March it became clear that it was not going to be "elections as usual".

The Annual Town Election was postponed from March 31st until June 30th. The Legislature drafted and passed emergency legislation enabling vote by mail for all of the elections during 2020 (and into 2021). In order to better comply with social distancing and facilitate access for voters, two polling locations were consolidated and voting took place at Natick High School. Voting by mail was the widely embraced by the voters as the State mailed out vote by mail applications to all registered voters. The applications were received by local election/Town Clerk and ballots mailed out. Mailing ballots was an enormous undertaking on the Clerk's office as the ballots had to be prepared and addressed as well as processed in the office. This was done under COVID-19 protocols with masks and social distancing. In Natick we were extremely fortunate to have many, many volunteers and poll workers who helped in this process, which was very labor intensive.

In September, a large, permanent ballot drop box was installed in the front of Town Hall. As the building remained closed to the public, the box provided a safe, secure location to drop completed ballots rather than using the postal service. This box may be used during all elections in the future. In addition, with help and support from the Facilities department we were able to improve the layout of all of our polling locations in order to improve social distancing and maintain all other COVID protocols.

The numbers below detail the extent to which vote by mail was embraced by the voters.
September Primary:

- Total turnout was 11,360 voters (47.3%)
- 90% of voters, approximately 10,224 cast a ballot prior to election day by mail or in person early voting
- Over 9,500 ballots were mailed out for this election

November General Election:

- Total turnout was 21,942 voters (88.5%)
- 86% of voters, approximately 18,913 cast a ballot prior to election day by mail or in person early voting
- Over 13,800 ballots were mailed out for this election

Every year the voter lists are updated based on the data and information received from the Annual Town Census, which is mailed late December/early January. In April after the census process is complete, the Board of Registrars mails confirmation cards to any voter who did not respond to the census. Confirmation cards are another tool for maintaining the accuracy of the voter list.

This past year was very busy and as expected the COVID-19 pandemic made everything more difficult, yet the Board of Registrars and the Town Clerk's staff worked extremely hard to assure that all elections were fair and well managed. A special thanks to all of the volunteer, poll workers and staff that helped out during this time. Our elections also run smoothly because of the support that we receive from the Department of Public Works, Police Department, the School Department and Facilities Management.

I would like to take this opportunity to especially thank Deb Blatz and Laurie Shaw as well as Carol Gloff. Their incredible support was essential to the success during this extraordinary election season.

SUSTAINABILITY COMMITTEE

The Natick Sustainability Committee (NSC) was formed in 2016, sponsored by the Board of Selectmen. The Sustainability Committee, consisting of 7 voting and 2 associate members, provides the Town of Natick and the community at large with active leadership and practical solutions in reducing costs, mitigating environmental impacts and preparing for future environmental challenges.

The Committee works collaboratively across Town government to advise on sustainability issues and to develop and implement sustainability goals for the community. The Committee is active in three principal areas:

- Supporting Town departments on sustainability initiatives
- Directed, measurable sustainability programs
- Education and community outreach

2020 Highlights

Supporting Town Departments on Sustainability Initiatives

The Committee and its members are available to advise Town decision-making bodies and provide research assistance, bringing sustainability expertise and best practices into Department and Committee decision-making. Examples from 2020 include:

- Feedback and consultation on the development of sustainability grant proposals being submitted by the Town, like the Charles River Regional Flood Model currently underway
- Advised on and advocated for an update to Natick Center's parking requirements for new development.
- Advised on energy incentives & LEED related points for the new Kennedy Middle School
- Advocated for structural change in the Sustainability Office, specifically encouraging the town to change the Sustainability Coordinator role to a Director-level role, reflecting both the opportunity and the need that's both long term and cross-functional.

Directed, Measurable Sustainability Programs

In accordance with a resolution of Town Meeting in 2018, the Committee has focused heavily in 2020 on the development of a plan to reach net zero carbon emissions by 2050. We also continue to look for opportunities to develop and extend efforts that address the top 5 sustainability priorities of the Natick community: preserving open space, protecting local water bodies, transitioning to clean energy, protecting ecosystems, and improving energy efficiency. The programs the Committee has worked toward in 2020 include:

- Development of the Net Zero Plan involved multiple layers of coordination, research, and outreach:
 - Worked with multiple boards, committees, and civic organizations to identify the opportunities and challenges they could identify among the candidate strategies in our net zero planning
 - Conducted virtual focus groups with stakeholders to prioritize strategies and determine the sequence the actions that would best enable measurable success.
 - Deployed large-scale surveying and a virtual open house to gather inputs and feedback on the plan.
- Pursued an update to the town's Electricity Aggregation Policy through presentations to the Select Board, assessment of rate changes to date, and comparison to other Massachusetts communities

- Facilitated a corrective action by Boston Solar to help homeowners whose solar panel inverters needed replacement.
- Helped a community member receive training and build connections with neighboring towns to become a champion and coach for a proposed solar and clean heat campaign, styled similar to the successful Solarize Natick campaign, but including ground- and air-sourced heat pumps and weatherization as well as solar.
- Conducted research and advised on charging station locations and policy

Education and Community Outreach:

A key ongoing role of the Committee is to play a two-way role in the community, actively hearing the community on sustainability issues, and serving as a resource for education and advice to community members and organizations. In 2020, the Committee's role in community events was limited by COVID-19, but the members still managed several initiatives, including:

- The Net Zero Open House
- Creation of a new Homeowner Welcome Kit program, in which sustainability information, a welcome letter, and items from program partners were brought to new residents.
- Presentation to Temple Israel on a new solar array, and discussion of electrification as an alternative to new natural gas lines.
-

SUSTAINABILITY COORDINATOR

Natick's Office of Sustainability is responsible for coordinating and implementing climate mitigation, climate adaptation, and waste reduction programs across municipal, residential and commercial sectors. Initiatives are led by Jillian Wilson Martin, the Town's sustainability coordinator, with support from state and federal agencies, utilities, municipal departments, local Boards and Committees and other community volunteers.

The majority of Natick's sustainability projects are funded via competitive grants and utility incentives, which totaled more than \$400,000 in 2020. Many projects have the added benefit of reducing operating costs or supporting new revenue streams. Since 2014, projects led by the Office of Sustainability have delivered more than \$3 million in grants, cost savings, and new revenue to the Town.

In 2020, the focus of Natick's sustainability efforts centered on the following:

Advancing Natick's 2050 Net Zero Goal

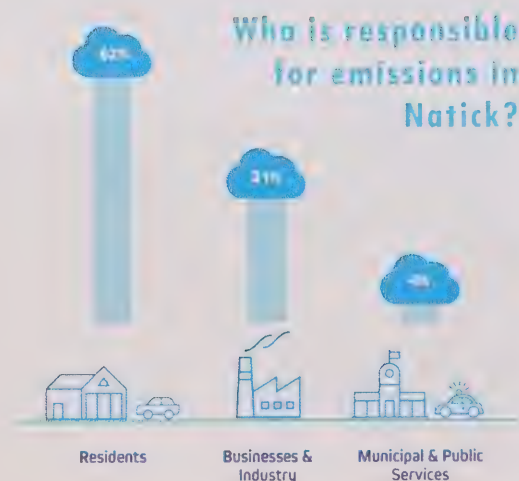
In 2018, Natick Town Meeting adopted a non-binding resolution to achieve net zero emissions by 2050. In support of this goal, in 2020, Natick worked with the Metropolitan Area Planning Council (MAPC) and the communities of Arlington and Melrose to develop a tool any Massachusetts community could use to measure its greenhouse gas (GHG) emissions. Using the tool, Natick completed its first community-wide GHG emissions inventory and worked to develop a five-year action plan to reduce emissions. The inventory used 2017 as a benchmark and found that Natick was responsible for emitting 326,297 metric tons of carbon dioxide equivalents. Buildings were the largest source of emissions (65%), followed by on-road transportation (35%). Natick's solid waste and wastewater accounted for less than 1% of the community's total emissions.

The Town also supported the development of Natick's first Net Zero Action Plan in 2020. To learn more, visit: natickma.gov/netzero

Reducing Energy Costs via Clean Energy and Energy Efficiency Projects

In 2020, the Town completed a variety of energy efficiency projects and explored new models for reducing energy costs. Using a combination of Green Communities and capital funds, the Town completed LED lighting retrofits at Town Hall, the Gravel Pit, and the second floor of the Police Station. Nine retro-commissioning projects were also completed at Wilson Middle School; these ranged from repairing leaky hot water valves to installing variable frequency drives on supply and return fans. Combined these projects are expected to save \$36,000 in energy costs annually.

Other energy saving programs focused on community solar, demand response, and on-site solar photovoltaic panels. Natick contracted with Ameresco on the Town's first solar plus storage project at the new Kennedy Middle School, which will include 403 kW in solar rooftop and parking canopies and a 223 kW Tesla battery. Combined, these systems are expected to save Natick Public Schools \$1.7



million over 20 years. The new West Natick Fire Station will have a 43 kW rooftop solar array (expected savings of \$140,000 over 20 years).

Natick signed a large-scale community solar agreement with Clearway Solar in 2020, which will result in more than \$50,000 in savings each year, for twenty years beginning in 2021. It also began participating in a demand response program. As part of this program, the Town reduces or shifts the electricity usage of public buildings during periods of peak grid demand. In return, the Town receives payments from the utility.

Cleaning our Electricity

Natick's electricity aggregation program offers customers choices that provide greater control over the environmental characteristics and price of their electricity supply. In 2020, the Select Board procured a new contract and voted to increase the amount of renewable energy provided in the program's default offering from 10% to 13% more than the state requires beginning in 2021 – and increasing to 16% in 2022. The Office of Sustainability also presented the Board with a plan to achieve a 100% renewable electricity supply by 2030.

Adapting to Climate Change

In 2020, Natick, in partnership with more than 10 communities, was awarded a regional Municipal Vulnerability Preparedness (MVP) Action Grant to model and map the impacts of climate change on local flooding. The Town also worked with the NASA Develop program to research the relationship between impervious surfaces and water quality, as well as flood vulnerabilities, across the Charles River Watershed.

In addition, Natick was fortunate to receive a \$140,000 Accelerating Climate Resiliency grant from the Metropolitan Area Planning Council. This grant will be used to construct a new community garden in Natick Center (slated to open in 2022) and provide low-income residents with subsidized, organic produce in partnership with the Natick Housing Authority, Natick Community Organic Farm, Natick Service Council, Natick Council on Aging and Keefe Technical School.

Ongoing Waste Diversion

Natick's School Recycling Coordinator, Jane Ellen Newman, led outreach programs to schools and worked with principals to plan cafeteria-based, waste reduction pilot programs. While these programs were delayed due to Covid-19, the Office of Sustainability looks forward to working with Natick Public Schools in 2021.

The Town's curbside textile recycling program, run by Simple Recycling, was suspended briefly due to Covid-19, but re-launched in summer 2020 and recovers more than 20,000 lbs of textiles from residents each month.



In 2020, Natick resident, Fiona Ripp, worked with the Housing Authority to restore two large community garden plots. In 2021, Natick will add 55 more plots to this site, in collaboration with MAPC's Accelerating Climate Resiliency grant program. Photo courtesy of Mary Estella

TOWN CLERK

In March 2020, Governor Baker declared a state of emergency in response to the COVID-19 pandemic which drastically altered the Town Clerk's office's ability to provide services "as usual". At the beginning of the pandemic the office was providing services

outside. As the weather got colder and it was no longer feasible to meet outside, the office urged customers to call ahead to make appointments to ensure seamless delivery of services. Dog license renewals were only available on-line or through the mail. For over nine months in 2020 the office was either closed or open only by appointment, although the staff worked throughout the year.

More importantly, the Town Clerk's staff were not able to work from home as the office geared up for the upcoming presidential election year. The staff in the Clerk's office are the only full time staff that work on elections. This includes, processing voter registrations, open and process mail and absentee ballots, and provide support for early voting and answering all the calls received by phone or email. The office was extremely busy throughout the 2020 season and throughout the ongoing pandemic.

The Clerk's office is the keeper of all vital records, (birth, death and marriages); issues dog licenses, raffle and bazaar permits, Doing Business As (DBA) certificates and maintains zoning and planning decisions. In addition, the Town Clerk is the Clerk of Town Meeting. All election and Town Meeting records are maintained in the office. The Clerk is also the Chief Election Officer for the Town. The staff in the Town Clerk's office works on the Annual Town Street Listing (census), confirmation cards and election preparation in addition to all other daily tasks.

In 2020 the number of vital records registered was directly related to the pandemic. The number of births (364) was only slightly less than the previous year but the number of deaths (414) was up significantly (15%) and is most likely directly related to the pandemic and the large number of deaths in nursing homes. The number of marriages was down considerably and is related to the amount of time that the office was closed and to the number of weddings that were postponed as a result of the pandemic. The office issued 232 DBA certificates, a decrease of almost 20% and licensed approximately the same number of dogs (3,000). Total revenue recorded in 2020 was \$95,245 a 26% decrease over the previous year, a direct result of the State's closing during the pandemic. Residents were not able to get married, renew driver's licenses and complete other basic services.

The Town postponed the 2020 Spring Annual Town Meeting until July when it was held remotely under guidelines issued by the State. Town Meeting members were provided with virtual log-ins and were able to vote remotely. In addition, for the first time in recent history, Town Meeting was held on a Saturday afternoon. Town administration and elected officials worked together to bring only the most critical issues, including the FY 2021 budget to Town Meeting in the Spring with the understanding that budgets would be revisited after final revenue information and State funding was clearer. The 2020 Fall Annual Town Meeting and 2020 Special Town Meeting #1 also met in a virtual setting. The two meetings were held concurrently and there were 9 separate nights/days of Town Meeting, including a Saturday and a Sunday. Meeting minutes are included in this Annual Report and are available on the Town's website at <http://www.natickma.gov>

I would like to thank the Board of Registrars: Robert Awkward, Nancy Northgraves and Elizabeth Yobbacio for their assistance during the elections. I would also like to thank Carol Gloff, Adele Rosenthal and Chris Day who helped throughout the elections this past fall. Special thanks to Deb Blatz and Laurie Shaw for their continued hard work and dedication and support during the past year.

**COMMUNITY DEVELOPMENT ADVISORY COMMITTEE
(CDAC)
NATICK AFFORDABLE HOUSING TRUST
(NAHT OR THE “TRUST”)**

Natick Housing Planner:
Ted Fields

Administrative Support
Mary McGuire

Membership during 2020:

Jay Ball*
Greg Bazaz*
Laura Duncan**
Glenn Kramer*
Helen Johnson*
Randy Johnson*
Ganesh Ramachandran**
Sue Salamoff**
Patti Sciarra**
Alyssa Springer**

(*Trust member; **CDAC and Trust member)

The Natick Affordable Housing Trust was formed in February, 2008 through Town Meeting under Massachusetts General Law Chapter 44, Section 55C. The Trust’s mission is: *To provide for the creation and preservation of affordable housing in the Town of Natick for the benefit of low and moderate income individuals and families.*

NAHT meetings are held each month in conjunction with the Natick Community Development Advisory Committee (CDAC). At present, every CDAC member is also a trust member.

2020 activities of the Trust and CDAC included:

- \$45,000 funding for Rental Assistance program with Natick Service Council in response to the COVID-19 epidemic
- Support for Veteran’s Housing project in Natick (as further set forth below)
- Initiation of a draft RFP for development of single family affordable home on North Main Street.
- Management of the Bacon Street duplex
- Advocacy and support of Zoning Bylaw changes, including the single family cluster bylaw.
- Production of an update to the Housing production plan.
- Continued funding of Homeless Emergency Housing Voucher Program
- Implementation of internal accounting measures
- Solicitation of pricing for yearly financial audit
- Funding of a Feasibility Study for Cedar Gardens Housing Development
- Consultant hired for the monitoring of owner-occupied and HOME assisted dwellings.

The veteran’s housing initiative included multiple presentations to town boards and ultimately the annual fall town meeting. Due diligence efforts included the determination that the land was not subject to state wetland regulations, and the commissioning of a property survey. The 181 West Central site (Henry Wilson Memorial Park) faces regulatory requirements pertaining to the disposition of park land for other purposes. It was rewarding to work with citizens who were able to see beyond the concerns of their immediate jurisdiction and express support of the greater vision, with appreciation of the impact the proposal would have to both veterans in need of housing, and the town as a whole.

What greatly moved the veterans project forward, even with the constraints of the global pandemic, was the participation of a team of graduate students, as part of the Federal Home Loan Bank’s annual affordable housing

development competition. Not only did “our team” produce a compelling design and supporting financial analysis, they came in first place! Trust member Ganesh Ramachandran was a member of the winning collaboration amongst students in design, public health and planning programs.

The *Kibbey Prize*, created [by the Trust](#) to recognize “exemplary contribution to the expansion of housing opportunities for the citizens of Natick, Massachusetts” will be awarded in 2021.

To update to the Housing Production Plan the Barrett Planning Group was engaged to expand upon the previous plan completed in 2012. The production plan included community engagement by holding public charrettes to determine current opinion on existing housing demographics and needs within the community. The final piece, a panel of community members, was halted by the pandemic and was unable to be completed. The production final draft was submitted in December and the plan is still in process to be completed in 2021.

DEPARTMENT OF COMMUNITY AND ECONOMIC DEVELOPMENT

Overview:

The Department of Community and Economic Development (CED) is committed to advancing the strategic and sustainable development interests of the Natick community and to delivering the highest quality services to Natick residents and those seeking guidance/information on development within the Town. Located on the second floor of Town Hall, the CED team provides professional administration to Natick’s land use regulatory boards, including the Planning Board, Zoning Board of Appeals, and Conservation Commission. The CED team also administers and enforces local, state and federal land use, development, and building code regulations. Finally, current and long-range planning and development functions of the community are managed and advanced with the support of CED staff.

CED is organized into five over-arching, inter-related divisions:

- Inspectional Services (i.e. Building Department)
- Community Development (including housing)
- Economic Development
- Long-Range Planning
 - Transportation
 - Sustainability & the Environment
 - Zoning & Land Use
- Current Planning
 - Development Review
 - Public Project Design Support

In addition, CED provides staff support to the following committees:

- | | |
|---------------------------|--------------------------------|
| • Planning Board | • Public Safety |
| • Zoning Board of Appeals | • Parking |
| • Conservation Commission | • Transportation Advisory |
| • Economic Development | • Affordable Housing Trust |
| • Design Review | • Community Development |
| • Open Space Advisory | • Historic District Commission |
| • Trails | • Historical Commission |

Department Staff:

The Director of the Department of Community and Economic Development (CED) is **James Freas**. Staff support for the Current Planning, Long Range Planning, Community Development, and Economic Development divisions of the department is provided by Senior Planner **Ted Fields**, General Planner/Conservation Agent **Marianne Iarossi**, and Project Manager **Mark Coviello** (part-time).

David Gusmini, Building Commissioner, leads the Inspectional Services (Building Department) division, overseeing 2 full-time building inspectors (**Michael Connelly** and **Eric Libby**) and multiple part-time plumbing/gas and electrical inspectors.

CED is supported by the highly dedicated and skilled administrative team led by **Annie Greel**, Executive Planning Assistant, and Administrative Assistants **Sue McClellan** and **Lauren Michalski**. This experienced team provides overall support for the entire department including customer service at the front desk and administrative support to the three land use boards/committees (PB, ZBA, and ConCom).

2020 Year in Review

Major milestones and continued work of 2020 include:

- Adapting to the COVID 19 pandemic by shifting board and commission meetings to virtual platforms and accepting digital applications for all permits. Rapid adaptation minimized work disruption while ensuring the safety of staff.
- Economic development efforts this year focused primarily on supporting businesses in response to the economic impacts of the pandemic. To that end, CED rapidly developed and administered a multi-departmental expedited outdoor dining permitting program that allowed 20 restaurants and other food establishments to safely operate. The Department also obtained dedicated funding from the State to support qualifying businesses and assisted a number of businesses in applying for these and other state and federal economic recovery funds.
- In order to draw people to Natick center, CED obtained grant funds and otherwise supported new artistic displays, working with Natick Center Associates.
- Through the Mass DOT's Safe Streets program, CED won funding to support installation of a temporary bike lane on Route 30 in the vicinity of Cochituate State Park as well as pedestrian safety improvements downtown, primarily at the intersection of Main and Central.
- Implementation of the Downtown Placemaking Strategy advanced with a project to develop a wayfinding system for Natick Center.
- Town Meeting passed a number of amendments to the Zoning Bylaw implementing Natick 2030+ including a new Cluster Subdivision bylaw and changes to the Downtown Mixed Use zoning district.
- **Permitting, review, and field inspections** of multiple public and private developments including the new Kennedy Middle School and the Level 99 entertainment venue in the former Sears space at the Natick Mall among many others (approximately 4,000 permits issued in 2020).
- Continued project management of multiple **transportation projects**, including:
 - **Route 27 Corridor**: \$16+m reconstruction of Route 27/North Main Street. Work to begin in 2020;
 - **Cochituate Rail Trail**: \$12+m construction project nearly complete; and
 - **Route 27 & 9 Interchange**: Awaiting funding to replace the bridge over Route 9 and improve the interchange.
- Review of **Adult Use Marijuana Establishments** proposed in Natick.
- In total, including Conservation led projects, CED obtained nearly \$750,000 in grants in 2020.
- Continued collaboration with **local and regional partners** including Natick Center Associates, MetroWest Chamber of Commerce, MetroWest/495 Partnership, and many others.

2020 was a challenging year, but CED proved to be adaptive and committed to providing exceptional service to the Natick community. While the safety of the department's staff was of paramount concern, together we worked out how to keep the permitting process moving so that projects large and small could continue, supporting the economy and ensuring that building projects would be safe and meet the environmental and design standards of the Town.

CONSERVATION COMMISSION

Conservation Commission Oversight and Protection of Wetland Resources

The Conservation Commission (ConCom) is comprised of seven members appointed by the Town Selectboard. The present ConCom members have varying backgrounds, including biology,

architecture, environmental law, teaching, civil engineering, environmental science and engineering and landscaping.

The primary responsibility of the ConCom is to implement and enforce Article 31- the Natick's Wetland Bylaw and Regulations, the Massachusetts Wetlands Protection Act and Regulations (Chapter 131, §40 and 310 CMR 10.58), the Rivers Protection Act (310 CMR 10.58), Natick's Stormwater Management & Erosion Control Bylaw and Regulations, the State's Best Management Practices for the Storm Water Management Policy, as well as to acquire, protect, and manage Town open space and trails. In addition, the ConCom advises other Town entities on matters that relate to the Aquifer Protection District, the Agricultural Preservation Act and on various environmental, recreation, and wildlife issues.

Marianne Iarossi continues to serve as the Town's Open Space Planner/Conservation Agent. This full time position and half-time support staff (Sue McClellan) provides assistance to the Commissioners and the public on a daily basis. They provide support for semimonthly ConCom meetings, frequently held Subcommittee meetings, and answer questions from the public and professional communities. They provide technical assistance and research on environmental issues, schedule hearings, prepare decisions made by the ConCom, keep minutes and perform site inspections. Additional projects completed by staff include those associated with long range planning such as assisting on the Open Space & Recreation Plan, managing grants and implementing environmental projects.

Accomplishments last year (2020) include:

- **Stormwater:** Over the past year, staff have been working on rolling out new permitting requirements under the updated Stormwater Management & Erosion Control Bylaw (passed October 2019). In 2020, the ConCom reviewed and approved 4 Minor Stormwater Permits. This number is expected to increase in 2021 with the anticipated use of new permitting software, revisions to building permits to include the Bylaw requirements, and public education on the new Bylaw.
- **Open Space:** The Open Space Planner regularly meets with the Open Space Advisory Committee. The Open Space & Recreation Plan (OSRP) was updated and submitted to the State for review in summer 2020. Preliminary approval was issued by the State in the fall, making the Town eligible for open space grants through 2027. The 2020 OSRP will be finalized and adopted in early 2021. The Selectboard voted to move forward with accepting a land donation at 60R Harwood Rd. The ConCom is working with Town Counsel on closing documents. Eddie's Dog Park was completed in spring 2020 and informally opened for public use.
- **Trails & Stewardship:** The ConCom dissolved the Trails Maintenance and Town Forest Committees and created a new Trails & Forest Stewardship Subcommittee (TaFS). TaFS is composed of nine members appointed by the ConCom. They began meeting in September 2020 and have made great progress in regards to trail assessments, trail signage, and development of a stewardship program. Natick Trails Day was canceled in the spring due to COVID-19. Natick Trails Day in the fall focused on Pickerel Pond. Construction continued on the Cochituate Rail Trail. Two interns worked with the ConCom in the fall to develop interpretive beaver signage for Pickerel Pond, trailhead signage templates, and an open space/trails User Experience. A water flow device was installed at the Pickerel Pond beaver dam to alleviate trail flooding. Two new trails were created at the Town Forest and Pickerel Pond.
- **Grants:** Staff submitted, were awarded, and implemented work under various grants last year. A total of \$591,296 was awarded under the following grants:
 - EEA Municipal Vulnerability Preparedness Grant Program: Charles River Flood Modeling - \$264,171
 - CISMA: Town Forest Invasive Species Management Plan - \$2,000
 - MassTrails: Design of last CRT segment - \$225,000

- MetroWest Health Foundation: Design of last CRT segment - \$75,000
- DCR Community Forestry: Town Forest stewardship (invasive species management, boundary blazing, meadow restoration) - \$25,125
- Over the past year, the ConCom held 22 meetings to review projects subject to their jurisdiction including the Massachusetts Wetlands Protection Act and the Natick Wetland Bylaw in which it issued 17 Orders of Conditions, 5 Amended Orders of Conditions, 25 Determinations of Applicability, 10 Certificates of Compliance, and 1 Enforcement Order. These numbers are similar compared to past years.

OPEN SPACE ADVISORY COMMITTEE

The Open Space Advisory Committee was created under the Natick Town Bylaws to be “an advisory body and a resource to the Board of Selectmen in carrying out the major goals outlined in the Natick Open Space and Recreation Plan [OSRP] and in revising the Natick Open Space and Recreation Plan as needed.”

During 2020, we completed updating the OSRP, which was last updated in 2012:

- A major challenge was the Open Space Inventory. Prior versions of the OSRP left many unanswered questions about ownership and protection status for open space parcels. We resolved many of these issues and flagged many more that require further work.
- The core of the OSRP is a Seven-Year Action Plan, and we sought input from Town boards and committees, as well as the general public. While the pandemic prevented public meetings, we reached out through social media posts, e-mail distributions, flyers, videos shown with Earth Day online, and an online survey that generated over 100 responses. We also conducted an open space photo contest, where the winning photos were given a chance to appear in the final OSRP.
- A final draft was submitted to the state in July, and we received conditional approval, with a few requested changes to be completed in early 2021.
- As a companion to the OSRP, we spent considerable time examining unprotected open space in Natick and updating an Open Space Interest List that prioritizes parcels that we want to protect through purchase, Conservation Restriction, or other means.

We were active on two articles at Fall Town Meeting:

- Article 10 would have enabled building of affordable veterans’ housing behind the Henry Wilson Shoe Shop on Mill Street. While Town Meeting liked the concept, they agreed with our concern that adequate additional open space was needed to replace the parkland that would be lost.
- Article 11, which passed Town Meeting, strengthens the Town’s cluster zoning provisions and allows clusters on smaller parcels than currently allowed. Our committee strongly endorsed the cluster zoning proposal as the best way to protect open space without having to actually purchase it.

In March, along with rest of the country, Natick was hit with the COVID-19 pandemic, and this had far-reaching effects on trails and open spaces:

- Trail use more than doubled, as schools, businesses, restaurants, and entertainment venues shut down. Our committee monitored trails to ensure people met social distancing guidelines. Fortunately, our two most popular trails, Town Forest and Pegan Cove, begin with very wide entry trails before branching off to multiple smaller trails.
- With more time on their hands, some residents started taking care of trails on their own initiative, and some even made needed improvements. Keep Natick Beautiful, trail stewards, and even anonymous residents built bridges over wet areas of the Eisenmenger Trail, improved bridges at Pegan Cove, and completely rebuilt two unsafe rickety bridges at Hunnewell Town Forest and the Pickerel Pond island.
- The most delightful surprise was the appearance of the Fairyland Project at Hunnewell Town Forest, started by two local artists with contributions from children throughout the town.

- Regrettably, there were negative repercussions as well. With school out and nowhere for kids to go, there was increased activity and trash at some of the big party areas in town woods. Fortunately, Keep Natick Beautiful responded by adding trash receptacles and enlisting a cadre of volunteers to keep things under control.

During spring, beaver activity was observed at Pickerel Pond, causing serious flooding to the trail leading to Bradford Road. The Conservation Commission hired a beaver consultant, who installed a Beaver Deceiver, permitting water to bypass the dam. The ConCom then worked with graphics arts interns from Framingham State University, who designed two interpretive signs, one for the dam and one for the beaver lodge, to be installed in early 2021.

Even before the beavers, there had been some flooding on the Bradford Road trail, and that area was flagged for Natick Trails Days. This year, Friends of Natick Trails (FoNT) stepped forward to organize Trails Days, working with our committee. Because of COVID, Spring Trails Day was canceled, but we were able to hold Fall Trails Day, with proper social distancing, at Pickerel Pond on October 17, with about 40 participants. In addition to the new bog bridges, volunteers improved the steep segment of the Pickerel Pond Loop and extended the Loop trail to form a complete circle.

Finally, we were delighted that the Conservation Commission has formed a new Forest and Trail Stewardship Committee responsible for trails as well as open space stewardship. For several years, there has been no active group in this role, and our committee has been left to fill some of the void. The new committee held its first meeting on September 14 and has been actively working on trail assessments, signage, mapping, stewards, and related issues. We look forward to working with the new committee moving forward.

PLANNING BOARD

Established pursuant to M.G.L. c.41 s 81, and the Town of Natick Charter, Article 3 section 11, the Planning Board is the elected body with jurisdiction that includes acting on all proposed subdivision applications, acting as the Special Permit Granting Authority (SPGA) when applicable, determining the qualification of applications for "Approval Not Required" plans and providing Zoning By-Law recommendations for Town Meeting action.

The Planning Board is also charged to:

- Prepare, adopt, amend and implement a Master Plan for the Town (M.G.L. c.41 s.81 D)
- Adopt, administer and amend Subdivision Rules and Regulations
- Administer the Aquifer Protection Bylaw where applicable
- Recommend designation of and hold public hearings on requests regarding the Scenic Roads Act
- Issue the Zoning Map annually, reflecting any changes to the map in the prior year
- Appoint three members to the Design Review Board
- Serve as the Smart Growth Plan Approval Authority (PAA)

As was the case everywhere, Planning Board operations were altered by COVID. From mid-March through the end of the year, meetings were held virtually as permitted under the Governor's emergency orders. In 2020, the Board held 30 regular meetings and various working group meetings, and filed 37 separate decisions. Among these decisions were site plan review and special permits for the following applications:

- 7 Cemetery Street (Home Occupation – Dog Kennel)
- 7-19 Washington St (Natick Mercantile - multi-story building, residential/commercial)
- 50 Pleasant St (Historic Preservation Bylaw)
- Bountiful Farms, 13 Mercer Rd - Registered Marijuana Dispensary
- 9 Adams Court – modification of special permit
- 17 Strathmore Rd (Zdovie Adult Day Health Center) – modification of special permits
- 1 South Main Street (two-story mixed use) – site plan review, special permit, APD special permit
- Wegmans, 1245 Worcester St (Natick Mall) – modification of site plan approval

- Level 99, 1245 Worcester St (Natick Mall) – modification of site plan special permit
- Wyndemere Lane (Windy Lo Subdivision) – inclusionary housing special permit
- Sunrise Montessori School, 181 North Main St – site plan review, APD special permit
- 1 South Main Street (one-story commercial building) – site plan review (*continued to 2021*)

The Board undertook the following subdivision control law and related matters:

- Definitive Subdivision – 158A Woodland Road (2 submissions)
- Endorsed several plans of lot boundary changes qualified as Approval Not Required

Prior decisions which were subject to review for minor modifications included numerous signage applications.

The Board sponsored the following Town Meeting warrant articles. COVID delayed Spring Annual Town Meeting (SATM) until July, when it was held remotely. As approval of the 2021 budget was of the highest priority, a number of zoning articles on the SATM warrant were referred to the sponsors at the request of the Moderator. Many were re-filed for the Fall Town Meeting (FTM) in October:

- SATM Article 26: Amend Zoning Bylaw – Downtown Mixed Use (DM) Parking - *referred*
- SATM Article 27: Amend Zoning Bylaw –DM Zoning Amendment - *referred*
- SATM Article 30: Amend Zoning Bylaw – Single Family Residential Cluster Regulations - *referred*
- SATM Article 31: Amend Zoning Bylaw – Nonconforming Uses, Large Residential Additions - *referred*
- SATM Article 37: Amend Zoning Bylaw – Home Occ/Customary Home Occ Dog Kennels - *referred*
- FTM Article 4: Amend Zoning Bylaw –DM District: Ground Floor Residential Uses – *passed*
- FTM Article 5: Amend Zoning Bylaw – Incremental Parking Schedule – *referred*
- FTM Article 6: Amend Zoning Bylaw – Parking in DM District – *passed (Motions A+B only)*
- FTM Article 7: Amend Zoning Map – DM District - *passed*
- FTM Article 8: Amend Zoning Bylaw – Uses in DM District - *passed*
- FTM Article 11: Amend Zoning Bylaw – Single Family Residential Cluster Development – *passed*

In addition, the Board held public hearings for the following Zoning Bylaw related-articles sponsored by others:

- SATM Article 25: Amend Zoning Map –DM District - *referred*
- SATM Article 28: Create East Central Street Overlay District - *referred*
- SATM Article 29: Amend Zoning Bylaw – DM Zoning Amendment – *referred*
- SATM Article 38: Amend Home Occupation Dog Kennel Zoning - *referred*
- SATM Article 39: Amend Zoning Bylaw - Repeal Historic Preservation Bylaw Amendment - *referred*
- SATM Article 40: Amend Zoning Bylaw - Modify Historic Preservation Bylaw Amendment - *referred*
- FTM Article 1: Amend Zoning Map – DM District - *passed*
- FTM Article 3: Amend Zoning Bylaw - Setbacks in DM District – *passed*
- FTM Article 12: Amend Zoning Bylaw – Option Overlay District (ISLOOP) – *passed*
- FTM Article 13: Amend Zoning Bylaw - Repeal Historic Preservation Bylaw Amendment – *passed*
- FTM Article 14: Amend Zoning Bylaw - Modify Historic Preservation Bylaw Amendment – *referred*
- FTM Article 17: Amend Zoning Bylaws - Amend Certain Provisions of Section III-I.2.2.5 – *passed*
- FTM Article 18: Amend Zoning Bylaw - Amend Home Occupation Dog Kennel Zoning – *referred*
- FTM Article 20: Amend Zoning Bylaw - Create East Central St Overlay District (ECSOD) – *no action*
- FTM Article 21: Amend Zoning Bylaw - DM District Zoning Amendment – *referred*

The Board also reviewed two warrant articles that did not require public hearings:

- SATM Article 24: Street Acceptance, Michael Terrace – *passed (consent agenda)*
- FTM Article 25: Create Study Committee of Town Meeting to Conduct Review of DM Zoning – *no action*

As part of its commitment to the development of affordable housing and the preservation of open space in Natick, in 2020 the Planning Board approved the first special permit under the new Inclusionary Housing bylaw and worked with Community & Economic Development staff on an article to consolidate and update the residential cluster zoning bylaws. The Board sponsored or co-sponsored a series of articles related to the Downtown Mixed Use (DM) zoning district as part of its effort to foster a vibrant Natick Center. We would like to acknowledge the work of related Town

boards and committees in these efforts, including the Affordable Housing Trust, the Economic Development Committee, and the Design Review Board.

In the extraordinary circumstances imposed by COVID, the Board would offer particular appreciation to the staff of the Community Development Office, particularly Executive Planning Assistant Annie Greel, James Freas, and Ted Fields, for their hard work on behalf of the Board and the Town, and also acknowledge the contributions of Town Engineer William McDowell for his technical assistance.

We would be remiss if we did not make a special note of the fact that Annie Greel will be retiring early in 2021 after more than 41 years of service to the Town in what was once the Planning Department and is now Community & Economic Development. She has managed the CED 'front office' and has shepherded the Planning Board for 18 of those years, and our process and work product are better for her gentle but certain guidance.

ZONING BOARD OF APPEALS

The Natick Zoning Board of Appeals (the "Board") operates pursuant to applicable provisions of Chapter 40A of the Massachusetts General Laws and the Town of Natick Charter and By-Laws. The Board consists of eight members (five regular members and three associate members) appointed by the Board of Selectmen, which seeks to maintain at least one attorney, one architect, and one civil engineer or builder. The positions are completely volunteer and are in no way compensated with Town or any other funds. Within the membership as prescribed under the Town By-Laws, the Board elects a Chair, Vice-Chair, and a Clerk.

The Town of Natick *Zoning By-Laws* sets forth, among other things, the use and dimensional requirements which have been established for the various zoning districts of the Town, as well as procedures and standards which prescribe methods by which to seek relief from those requirements. The Board has the power to hear and decide the following petitions:

- ❖ Requests for variances from the regulations of the *Zoning By-Laws* – for example, a variance to allow the construction of an addition to a dwelling that does not meet the current setback requirements.
- ❖ Requests for relief (appeals) from persons aggrieved by reason of their inability to obtain a permit from certain administrative officials under the provisions of Chapter 40A of the Massachusetts General Laws.
- ❖ Requests for Special Permits as allowed within the *Zoning By-Laws* – for example, the Board, when designated to act as the Special Permit Granting Authority, can grant permission for specific uses in specific zones.

The majority of the applications received by the Board concern residential properties such as tear downs on pre-existing non-conforming lots (home lots created/ established before the Town's Zoning by-law was established) and additions to pre-existing non-conforming structures. The Board also hears cases under the Massachusetts State Statute *Chapter 40B*; which enables local Zoning Boards to approve affordable housing developments under more flexible rules if at least 25% of the units have long term affordability. The Statute is designed to bring a city or towns' overall affordable housing stock to 10%.

The Board receives the opinions of other Town Boards and Commissions and incorporates relevant features of those opinions into their decisions. . The Board meets regularly on Monday nights once a month. In 2020, the Board received 50 new petitions, with filing fees totaling \$10,100.00. These fees cover the cost of legal advertisements and abutter notifications, as required by law. Of these applications, 45 were granted conditionally, 0 were denied, 5 were withdrawn and 0 are ongoing.

This was an especially challenging year as a result of the Coronavirus pandemic. The majority of the hearing were held virtually over Zoom. With the assistance of Lauren Michalski, the hearings went smoothly.

The Board also wishes to thank the staff of the Town's Community Development Office for its invaluable support and guidance throughout the year. The volunteer members of the Zoning Board of Appeals will continue to work together to provide the town and townspeople of Natick a valuable service.

SUPERINTENDENT AND SCHOOL COMMITTEE



Strategic Plan and District Goals

Natick Public Schools is a strong learning organization and, to that end, we seek to grow and get stronger every day. Our 5-year strategic plan was developed in 2018, and it is updated and refreshed regularly throughout the year to ensure we are consistently on track with our progress. Our plan aligns our community around four key thematic goal areas:

Goal Area 1 Teaching and Learning & Assessment, Accountability/Assessment and Evaluation

Excel in academic achievement, and Profile of a Natick Graduate (POG) competencies for all groups and subgroups of students.

Goal Area 2: Teaching and Learning While Nurturing Connections

Develop a systematic, developmentally appropriate social-emotional learning (SEL) and healthy living framework for student learning and parent engagement and partnership.

Goal Area 3: Assessment, Accountability & Evaluation

Excel in strategic planning and financial management.

Goal Area 4: Nurturing Connections

Establish communication procedures and philosophies that build trust, transparency, and engagement with our community.

These four goal areas are the foundation for the action steps and measurement of goal achievement for the strategic plan and are meant to be large, visionary, and bold statements about the work we hope to do with our students, staff, families, and community partners. For the past ten years, the district has had a series of goals designed to be achieved in a single year. Moving forward, to work on goals in a deeper manner, the school committee and school leadership sought to create a 3-5 year strategic plan for moving the district to greater achievement, focus, strategic and financial planning.

Our Annual Performance Report is distributed every Spring, and provides more information about our activities throughout the year. Although 2020 presented unprecedented challenges, as a district we strove to maintain a high level of teaching and learning, even remotely. Below we are sharing some highlights and district accomplishments from 2020:

COVID-19 & Closure

Later in this report, you will see an update on all four of our strategic plan goal areas. However, COVID-19 closure, which lasted from March 2020 to June 2020, interrupted and disrupted our plans for many of the hoped-for goals to be completed in the 20-21 school year. However, as a test of the district's capacity to pivot, reinvent itself, model innovation, resilience, creativity and superior remote teaching pedagogy, the COVID-19 closure has allowed Natick to excel and advance in the region in this new teaching and learning model.

We created three phases as of February 2021, of online remote learning and created remote intervention and special education services for all students. Visit our Remote Learning Program Page for details natickps.org/covid-19_updates/remote_learning_program. Despite closure, student reading scores have come in close to typical expectations and achievement levels. Our recently strengthened early literacy instruction training has been a major contributor to these successes.

21st-Century Teaching & Learning

- Completion of the Kennedy Middle School Building in December 2020.
- Academic and social-emotional programming designed to promote our Profile of a Natick Graduate competencies in a personalized and supportive environment

Accolades & Key Accomplishments

- Natick Recognized a Model Professional Learning Community at Work™ by Solution Tree - only 200 schools and district in the U.S. and Canada to have received this designation
- Ranked by Niche as the #2 district in Athletics, #19 district and #23 with the best teachers in state rankings
- Ranked by Boston Magazine as #47 in Best Public Schools in Boston 2016 in their exclusive ranking of 125 school districts in the Greater Boston area
- College Board named the Natick Public Schools to their 10th Annual AP Honor Roll for Significant Gains in Student Access and Success

Natick by the Numbers: Statistics About the Natick School District

Student Enrollment: 5,529

Student Demographics:

African American 2.7%
Asian 10.7%
Hispanic 6.7%
Native American 0.1%
Native Hawaiian/Pacific Islander 0.0%
White 74.3%
Multi-Racial, Non-Hispanic 5.6%

Students with Disabilities 14.8%
Economically Disadvantaged 10.7%
High Needs 24.2%
Limited English Proficiency 3.0%

What our graduates do:

Post-secondary Study 93.5%
Military Service 1.1%
Joined workforce 5.4%

District Overview

Our district is composed of nine schools:

- One Preschool
- Five Elementary Schools
- Two Middle Schools
- One High School

Highlights

- 1:1 Program for grades 7-12
- 50-year Partnership with METCO, Inc.
- 21st-Century Classrooms and Learning
- Personalizing Learning (Giving Students Voice & Choice)
- Robust Professional Development and Leadership Pathways
- Strong Parent and Community Partnerships

SOUTH MIDDLESEX REGIONAL VOCATIONAL TECHNICAL SCHOOL COMMITTEE (KEEFE REGIONAL TECHNICAL SCHOOL)

This annual report is prepared by Superintendent /Director, Jonathan Evans, and composed on behalf of the members of the School Committee of the **South Middlesex Regional Vocational Technical School District** and submitted after review and approval by the full Committee in compliance with the provisions of the Agreement among the City of Framingham and Towns of Ashland, Holliston, Hopkinton and Natick.

This report reviews from the perspective of the Committee the major items with which the Committee was concerned during the year. It is a representative account of matters solely within the policy making authority of the Committee and also of matters which the Superintendent/Director brought before the Committee for information and consultation. For greater detail and discussion the reader should read the extended minutes of Committee meetings and the attachments thereto which are available at the school office.

In addition to a public high school, the South Middlesex Regional Vocational Technical School District provides continuing education opportunities for adults through the Keefe at Night program as well as Summer Discover, a summer program for area youth. We look forward to resuming Summer Discover in 2021, after canceling in 2020 due to the pandemic.

The Committee reorganized on June 22, 2020 with officers elected unanimously to the following positions:

Chair: Edward Burman (Ashland)

Vice-Chair: Sarah Commerford (Holliston)

Secretary: A.J. Mulvey (Framingham)

Assistant Treasurer: Barry Sims (Holliston)

Staff members working on behalf of the District and School Committee are Karen Ward, **Recording Secretary** and Jack Keating, **Treasurer**.

The balance of this report presents a summary of the discussions and actions of the Committee on a number of the important matters brought before the Committee for advice or action.

Community Engagement

Staff and students of Keefe Regional Technical School participated in many community projects throughout the school district member municipalities during the first quarter of the year, when the building was open for in person learning. Examples of these activities include:

Carpentry

Ashland House Project – Framing sections of the basement and front porch, and the installation of exterior doors and windows

Electrical

- Framingham Parks & Recreation – Relocated overhead garage door safety sensors at the maintenance building. Also completed miscellaneous repairs
- Habitat for Humanity, Holliston– Completed installation of a 200 amp service and all rough wiring
- Irving Street Park, Framingham – Installed a 200 amp underground service
- Farm Pond Park, Framingham – Designed and submitted material lists for upgrade
- Ashland House Project – Installation of temporary electrical service and installation of rough wiring

Horticulture

- Natick Community Organic Farm - Completed work on a weekly basis
- Framingham Park & Recreation – Assistance with cleanups and maintenance projects
- Framingham Department of Public Works – Assistance with cleanups and maintenance projects
- Pearl Street Cupboard & Cafe – Donation of produce and flowers

Plumbing

- Habitat for Humanity, Holliston – Installation of all plumbing and heating components
- Ashland House Project – Installation of underground plumbing

Prior to the school closure in March 2020, the Keefe Regional Technical School swimming pool was used by the Framingham Parks & Recreation Department, as well as all five municipalities’ swim teams.

Administration

In 2020, Jonathan Evans completed his seventh year in the role of Superintendent Director, with 25 years of service to the district.

The majority of focus in 2020 was a response to the pandemic and plans for re-opening. These efforts required significant adjustments to the budget in order to meet the needs of our students during the pandemic. The District was able to acquire necessary personal protective equipment, maintenance supplies, and technology resources to safely deliver high quality instruction to students.

The School Committee completed its periodic evaluation of the Superintendent using the DESE rubric, and found him to be Proficient Approaching Exemplary for Standards I (Instructional Leadership), III (Family Engagement), and IV (Professional Culture); Exemplary in Standard II (Management and Operations), with an Overall Rating of Proficient. The complete record of this evaluation is a public document that will be available at the South Middlesex Regional School District Superintendent’s Office.

School Improvement Plan

The School Improvement Plan for the 2020-2021 school year includes the following objectives: 1) Rewriting the district Admissions Policy with a focus on consistent implementation of an updated career exploratory rubric, 2) Expanding the new model for our Student Response Team (START) to include a process for any faculty member to refer students of concern, 3) Create opportunities that focus on promoting student success in all aspects of high school, 4) Plan and implement a Two Way Immersion (TWI) model for English Language Learners (ELLs) who are designated as Level 1 and Level 2 as determined by ACCESS testing performance. The TWI model will incorporate a co-taught instructional strategy, utilizing a teaming approach, and consists of an ESL certified teacher and a content certified teacher in the areas of English, Math and Biology.

The Professional Development Program included a second series of workshops hosted by Teachers21 to train faculty using Zoom, a workshop on Equity from Roots and Wings, and an ELL workshop for faculty hosted by the Keefe Tech ELL Department.

Handbook

With review by the School Council, updates to the Handbook were made. A section on the attendance policy was updated in accordance with legal requirements. A section was also included that Keefe Tech will follow the guidance of the CDC and the Board of Health. Finally, the requirements for students attending Business Professionals of American nationals was changed to be the same as for students attending nationals for FFA and SkillsUSA.

The Budget Process

2020 was a challenging year for all. It required the District to adjust the budget needs in order to meet new state guidelines pertaining to the pandemic issues that were faced. The District was able to utilize grant funding totaling \$426,646, through the CARES Act, Coronavirus Relief Fund (CvRF), and Remote Technology Grant in order to purchase items such as personal protective equipment and high quality air filters. The District was also able to purchase Chromebooks and hotspots for students to engage in remote learning.

In December 2020, the Budget Sub-Committee members Ed Burman, Linda Fobes, Rick Gallagher, Jamie Shepard, Elizabeth Smith-Freedman and Barry Sims began the FY22 budget development process.

In 2020, the Superintendent continued the practice of communicating early in the budget process with the financial officers of the member municipalities to develop mutual awareness of both municipal budget constraints and the efforts of the Committee to manage the school efficiently and effectively while recognizing those limitations. The Committee continued to consider reductions in the preliminary budget and the budget of \$21,131,000 as submitted to the member municipalities for FY21 was approved by all.

Auditor's Report

The annual audit by the independent accounting firm of Roselli, Clark & Associates is in the process of preparing the financial statements for committee review. It is expected that the audit report that calculates our energy project will meet the stipulated guarantee benchmarks for the 2020-2021 year.

Enrollment, Recruiting and Student Retention

Keefe Regional Technical School is a school of application. Maintaining a healthy enrollment of students for our day school operation is essential for our overall operational success. The Superintendent has indicated that he believes that the quality and rigor of our school programs and the safety and culture of our school environment will lead to our success in attracting students and their families to Keefe Regional Technical School. The Superintendent has emphasized that the administration, faculty and support staff must work together to ensure that Keefe Regional Technical School continues to be recognized by our community as a career and technical school of high quality.

The District's recruitment efforts needed to pivot to virtual events in response to the pandemic. While we were unable to host all prospective 8th grade students as we normally do, we appreciate the flexibility and cooperation from our district partners in support of our efforts to inform families about the opportunities offered by Keefe Technical School.

We are pleased to report the enrollment on October 1, 2020 was 817 students, which reflects an increase in enrollment.

Buildings and Grounds

Keefe Regional Technical School has been occupied continuously since September 1973. The facility is used not only during the school day and year but also evenings, weekends, and during the summer months.

Facility upgrades that were completed in 2020 include replacement of carpeting in classrooms and common areas, upgrades/repairs to main boilers/heating system, replacement/upgrade of HVAC system filters to MERV-13, installation of touchless faucets, replacement of auditorium stage curtains, renovation/expansion of the guidance office suite, reconfiguration/upgrade of auditorium stage fire sprinkler system, upgrades/repairs to kitchen fire suppression systems, expansion of the video surveillance system, installation of a swimming pool water chemical controller/monitoring system, plumbing and electrical upgrades, and the purchase of one 14 passenger minibus and one 6 passenger crew cab dump truck.

Student Achievement

The Massachusetts Department of Elementary and Secondary Education (DESE) acknowledges the disruption caused by COVID-19. Subsequently, DESE has paused calculating accountability determinations for the 2020-2021 school year.

Keefe Tech added an additional AP Course, AP Physics, bringing the total to seven courses, offered in a variety of multidisciplinary areas for students seeking a more rigorous course load.

Endorsed by the state of Massachusetts, the State Seal of Biliteracy recognizes and awards high school seniors who attain academic levels of proficiency in English and a second world language. This distinction is in acknowledgement of having studied and attained proficiency in two or more languages by a student's high school graduation. The State Seal of Biliteracy designation appears on the Keefe Tech transcript and is a statement of achievement for future employers and for college admissions. Keefe Tech is proud to report that 8 seniors received this award for English and Spanish in 2020.

Keefe Regional Technical School hosted the Massachusetts SkillsUSA District Three Leadership and Skills Conference on February 26, 2020. 660 students and their advisors from 10 different schools attended the event. Keefe Tech had 113 students participating in a variety of competitions, and our students won a total of 39 medals at the event. Four Keefe Tech students earned Perfect Scores in the OSHA testing portion of the event. 30 students qualified to compete in the Massachusetts SkillsUSA State Leadership and Skills Conference, but this event was canceled due to the current pandemic. 28 Keefe Tech students participated in the Business Professionals of America State Leadership Conference. The Keefe Tech students earned 30 total medals at the conference: 10 gold, 12 silver, and 8 bronze medals. 10 students qualified for the National Leadership Conference, but this event was canceled due to the current pandemic.

General Advisory Board

The General Advisory Committee consists of the Chairperson from each of the Program Advisory Committees. The General Advisory Committee reviews curriculum and equipment requests, summarizes these requests, and brings to the attention of the Administration and the School Committee observations and recommendations from the Program Advisory Committees. The points noted for the current school year include: the need to continually align the curriculum with changes in equipment and technology within specific industries; community outreach to bring Keefe's programs to potential students; increasing opportunities for students

and employers through the co-op program; continued pursuit of grant funding for state-of-the-art career and technical equipment; and training students to acquire industry-recognized credentials to help them make the transition from school to work.

SOUTH MIDDLESEX REGIONAL VOCATIONAL TECHNICAL SCHOOL COMMITTEE

ASHLAND

Edward Burman - Chairman
William N. Gaine, Jr.

Maria Martinez
A.J. Mulvey
Rick Gallagher
John Downing

HOLLISTON

Sarah Commerford
Barry Sims

FRAMINGHAM

Michele Burns
James Cameau
Larry Cooper
Linda Fobes

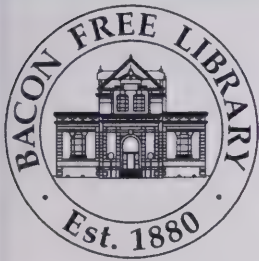
HOPKINTON

Ruth Knowles
Jaime Shepard

NATICK

Ruth Mori
Elizabeth Smith-Freedman

BACON FREE LIBRARY

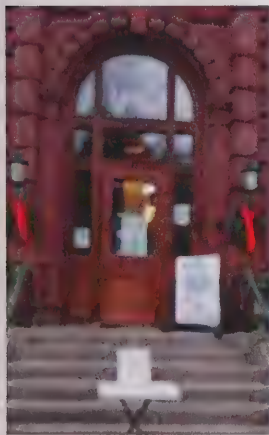


Fiscal year 2020 was like no other. With the onset of COVID-19, the Bacon reacted swiftly in order to protect patrons and staff while continuing to provide library services to the community. Although the physical building was closed to the public, curbside pickups were implemented along with virtual programming for all ages allowing patrons access to the collection and library services. Circulation increased this year over last year during curbside pickups indicating just how important access to libraries are during challenging times. The Bacon staff also took on some additional projects. They implemented RFID tagging on all 12,000+ items in the collection; held 60 virtual programs; completed 166 curbside

pickups during the month of June alone; weeded the collection and distributed free “book Bundles” to patrons consisting of older, duplicate copies.

Collaborations also continued with the Natick Historical Society both in regards to COVID-19 safety protocols as well as with a series of very successful virtual programs. Bacon staff members also worked with the COA to provide virtual instructional programming on using Zoom and accessing library e-resources.

The Bacon Free Library has been an integral part of the Natick community for over 140 years. During COVID-19 it has become even more important in its role to help alleviate social isolation with continued programming and access to resources for the community.



FY20 Statistics

- Uses of collection: 27,637
- Programs hosted: 369
- Program attendance: 4,244
- COVID-19/March-June stats:
- 60 virtual programs with 481 attendees
- 166 curbside pickups with 1,744 items circulated

A huge thank you to the Bacon Free Library staff, Bacon Free Library Board of Trustees, Friends of the Bacon Free Library, the Natick Historical Society and all of our devoted patrons for joining with us to ensure that the Bacon Free Library remained a community resource during this challenging time.

Figure 1: Curbside pickups at the Bacon

MORSE INSTITUTE LIBRARY



"The forty-sixth annual report of the Morse Institute is herewith presented and gives the record of a most peculiar year..." One hundred and two years ago this was penned by MIL Library Director, Mira Partridge. While this is the Morse Institute's one hundred and forty-eighth annual report, the same could be said for the year 2020. A global pandemic has affected us much as it did in 1918. Then, as well as now, the Morse Institute Library persevered and delivered library services to the public safely and effectively despite all of the obstacles along the way.



Figure 2: Walk up window

When COVID-19 first affected our town in March, the Morse staff quickly and efficiently transitioned to a safer model of providing library services to our community. Returned library materials were quarantined for 72 hours and contactless pickups were enacted. Once COVID-19 numbers decreased significantly, limited in-person browsing was implemented along with limited public computer usage. During this time, staff worked tirelessly to deliver virtual programming and reference services, safe checkouts of library materials, outreach deliveries to those unable to come to the library along with virtual ESOL classes and services. The staff also tackled large projects, including adding RFID tags to the entire collection of over 135,900 items and completing a grant funded play space for the Children's Room.

E-Resources soared during this time with the Minuteman Library System surpassing 2 million digital checkouts in 2020 making it one of the top 50 library systems worldwide in digital circulation. Despite the fact the physical library was closed to in-person browsing for a period of time, circulation actually increased per hour via holds and contactless pickups validating the need for library services during this time more than ever.

The staff of the Morse Institute, along with the Friends of the Morse Institute Library and the Morse Institute Library Board of Trustees all worked together to ensure that the citizens of Natick were provided with safe top-notch library services despite many obstacles. Thank you to all of them for their tireless commitment to the Morse Institute Library and to the Natick community.

NATICK HIGH SCHOOL CLASS OF 2020

Katiu Elizabeth Abbey-Achindiba
 Nicole Briana Abbruzzese
 Adham Abji*
 Noah Amichai Abraham*
 Luke William Acton*
 Zachary James Robert Ade
 Maxwell Steven Allen
 Ross Nelson Anderson
 Stephanny Sobrinho Andrade
 Sasha Anes
 Alison MacNeil Arena
 Ian Christopher Arnold*
 Joshua Joseph Atwood
 Michael Robert Auer
 Reece Douglas Baccari
 Alexandra Badalov*
 Aashini Bala*
 Thomas Callum Barbour-Leslie
 Scott William Joseph Barrow
 Garrett Louis Barth*#
 Lola Evelyn Basiliere*
 Talia Claire Bastian
 Garret James Bean*
 Graham William Bean
 Abigail Lyn Beard
 Paris Cosette Beck
 Mason Edward Bednarz
 Jackson Kyle Beebee*
 Shai Bejerano
 Sophia Mae Belyea
 Grace Benzi*
 Kaeden Michael Berry*
 Arianna Alexis Bethea
 Flora Katharine Bilis-Gruson*
 Noah Thatcher Birch
 Megan Riley Blair*
 Ryann Alexa Bloom
 Abigail Shaina Blume*
 Neal Christopher Bold #
 Nicolas Maxime Bourhis
 Alexander Hagop Boyajian*
 Maya Rose Bradley
 Julian Winston Brady*
 Zachary Nathan Breton*
 Aidan Richard Brogan
 Kendall Nicole Brumley*
 Jackson Neal Bryans
 Erin Joan Buckley
 Vaughn Thomas Buckley

Arlie Ruth Burg
 Mackenzie Marie Burgoyne*
 Declan Stuart Burns
 Madison Phyllis Burns
 Morgan Beverly Burns
 Spencer Geoffrey Nason Burt
 Mackenzie Elizabeth Capra*
 Rayna Lee Carner*
 Gina Francesca Carpinito
 Brendan Arthur Carroll
 Ryan Charles Cassidy*
 Giovanni Francis Jose Cavacini
 Dean Herbert Chandler, Jr.
 Jason Kenneth Chase*
 Abigail Shan Chen*#
 Yingfei Chen
 Terrance Dwayne Cherry
 Daniel Yoosun Choe
 Cecilia Lynn Chouinard
 Laila LaDonna Christian*
 Andrew Scott Christlieb
 Alexander Michael Cohen*
 Danielle Emma Cohen*
 Joseph Nino Colasacco*
 Joseph Taylor Colman*
 Andrew John Composto
 Carol Lynne Marie Compton*#
 Ian Michael Connolly
 Chloe Elizabeth Conway*
 Amy Anne Cormier
 Anthony Robert Costarelli*#
 Alice Coudray*
 Colleen Margaret Cronin
 Matthew Robert Cunningham*
 Laura Ann D'Alessandro
 Fiona Shae Daly*
 George Robert Danahy
 Tyler Ross Dank
 Ipsa Das*
 Olivia Morgan Davis
 Noah Philip Dean
 Shayna Leigh Deltano*#
 Marina Sue DeLuca
 Mario Joseph DeLuca*#
 Rachel Kelly Deng*
 John Douglas Devroude
 Danielle Catherine DiCorcia
 John Marcus DiMento
 Sofia Antonia DiRuscio

James Vanelli DiSilvio
 Julie Marie Doherty
 John Anthony Donovan IV*
 David Driscoll Drew*
 Isabelle Sarah Dunn*
 Madison Katherine Dunn*
 Pierre Damien Dushime
 Brooke Amber Renee Dziadul*
 Anthony James Eastman
 Bailey Ayres Elder*
 Jake Mclean Elder
 Alice Marie Elliott
 Aidan Erickson-Mullane*
 Miranda Grace Eschtruth*#
 Cajetan Mario Evans*
 Maya Elizabeth Everett-Wilson
 Patrick Michael Evers*
 Erin Irene Fahy*
 Molly Kennedy Fair
 Sage Warren Fair
 Lillian Margaret Fangel
 Arianna Azusena Farro
 Kayla Jolie Fennell
 Megan Elizabeth Fennell
 Felix Joseph Ferrucci*
 Henry Cullinane Fisher
 Caroline Mary Fleming*
 Christian Paul Fletcher
 Theodore Hall Flynn
 Isabelle Laura Foley
 Benjamin Erik Fosberg
 Samuel Connell Fosberg
 Justin Richard Foster
 Jason Michael Frey*#
 Patrick C. Frey*
 Rebecca Lee Frey
 Daniel Jonathan Fritz*
 Reilly Ann Fuller
 Sebastien Gagnon
 Suman Sumeet Gaikwad
 Nicholas Galea
 Nataly Daniela Galicia Castillo
 Balmore Isaac Galindo Escobar
 Hunter Jackson Charles Gallagher
 Maxine Lily Garbacz*
 Matthew Christopher George*
 Michael Joseph Gerovitch*#
 Gina Nicole Ghilani
 Henry Douglas Ghilani

Paige Elizabeth Ghilani
 Alexa Brooke Gilbert*#
 Rose Lorraine Gilio
 Connor Burke Gillis
 Genevieve Linda Girard*#
 Nicholas Bowie Golden
 Hannah Elizabeth Goldman
 Owen Nicholas Goldner*#
 Logan James Brennan Gozzi
 Jordan Alexandra Grant
 Yarin Gratziani
 Alyssa Marie Gravallese
 Juliana Glancy Green*
 Tonai-Kae Dennika Green
 Carolyn Rose Greendale
 James Harrison Grieshaber
 Ryan James Gryglewicz
 Nadine Emad Guirguis*
 Philippos Georgios Gurguliatos*
 Sarah Regina Gusmini
 Emily Michelle Gustus*
 Sophie Marie Mowbray Habecker
 Kayleigh Suzanne Hacker*
 Sevan Mesrop Hacopian
 Natalie Elise Hailer
 Xyianna Marie-Monique Hairston
 Ryan Alston Hall
 Eli Jordan Halpin
 Antony Ashraf Hanna
 Riley Kristina Hansen*
 Emily Maya Hanson
 Owen Patrick Harney
 Daniel James Hartman
 Anna Yiyan Harvan
 William Andrew Haskell
 Caroline Margaret Haswell*
 Elizabeth Jean Haswell
 Kelsey Elizabeth Hatt
 Aidan Glynn Hawley
 Hanna Jacquelyn Hayes*
 Dylan Eric Heim
 Novia Skyan Henderson
 Sarah Rose Henderson*
 Zachary Ian Henderson*
 Katy Yasmin Hernandez*
 Luke Girard Hill
 Samuel Zain Hinrichs*
 Jakobi Zaire Holiday
 Joseph Sebastian Holihan
 Laura Elizabeth Holt #
 Talia Marie Homsey

Ava Belle Horlink
 Maxwell Houshman
 Madison Lorraine Hymes*
 Gianni Da-Wei Iacono
 Vanessa Adjoua Isbrandt*
 Tyler Smith Jackowitz*
 Emma Mae Jackson
 Eli Gregory Jelliffe
 Edward Samuel Jeter
 Brett Robert Jewett
 Yanhao Ji
 Rebeccah Rachel Johnson
 Alex Donato Jones
 Delaney Elizabeth Jones*
 Redmond Charles Jones
 Grace Giryoo Jung*#
 Harrison Giho Jung*#
 Jadyn Gichai Jung*
 Brendan Michael Juppe
 Shukhrat Kadyrov
 Hannah Louise Kane
 Benjamin David Kaplan*
 Samuel David Katzman*
 Andrew Kawere, Jr.
 Austin William Kay
 Andrew Walter Kaye
 Shae Elizabeth Keating
 Georgia Lee Kelley
 Liam Patrick Kelley
 Katherine Mary Kelly*
 Max Probst Kenny
 Lucas Aurellian Keyes
 Ellen Elizabeth Kiernan*#
 Charlotte Katherine King
 Audrey Jones Klopfer*
 Aedan Jack Knowlton*
 Emma Wenwen Koskovich*#
 Monish Reddy Kotturu*
 Sophia Katarina Kovatsis*#
 Tim Alexeevich Kudryavtsev
 Hannah Grace Kuklis
 Matthew David Kwan*
 Michaella Maryse Lafontant
 Brooke Rebecca Lallensack*#
 Gabrielle Vivien Lam*
 Brooklyn Ann Lamb*
 Jordan Connor Landgrebe
 Luke Joseph Landon
 William Francis Landry
 Kylie Lillian Langan
 Isabella Frances LeBrun*

Hayden Isabella Lee*
 Insang Lee
 Emma Rose Levinson
 Kening Li
 Justin Frederic Linden*
 Alessandro Valentino Lindsey
 Jared Alex Lista*
 Justin Paul Lista*
 Rongjie Liu
 Adam Henry Loftus*
 Samantha Taylor London
 Christopher Alexander Lopez
 Arleth Sussel Lopez
 -Maldonado*
 Anson Tze Hin Lu
 Conor James Lucenta
 Paulo Faial Luis
 Marina Cavagnero Lyon*#
 Kaleigh Elizabeth Lyons
 Alexander Donald MacLellan
 Christopher Madico
 Danielle Hannah Malinsky
 Dallas James Malloy
 Anthony John Mangino
 Evan Paris Marbit
 Adam Marcus*
 Matthew Margil
 Alanna Elizabeth Mariano*
 Ella Lee Martinez*
 Maya Olivia Martinez
 Aidan Kenney May
 Stephanie Morgan McAuliffe*
 Jordan Douglas McCall
 Maxwell Warren McCarthy
 Michaela Noelle McCrea
 Brenna Kathleen McDonald*#
 Cara Margaret McDonald*#
 Conor Michael McDonough*
 Scott William McGillis
 Sean Patrick McGillis
 Bridget Rose McHale
 Jack Bennett McKean
 Jordan Anina McLaughlin
 Sean Paul McLaughlin
 Megan Claire McNally
 David Thomas Mega*#
 Marc Allan Melanson
 Amanda Mello
 Ethan Richard Millen
 Dylan Michael Miller
 Bellis Min*#

Graham Todd Mitchell
 Jacob Eliot Moldover*#
 Chiara Rose Morley
 -McLaughlin*
 Clay Alex Napurano*#
 Joseph Christian Nemeczky
 Griffin Nelson Neris
 Ryan Nhan Nguyen
 Victoria Teresa Norchi*#
 Matthew Louis Nunes
 Caroline Marie O'Connell*#
 Declan Anthony O'Connell
 Kennedy Belle O'Keefe*
 Brendan Robert O'Loughlin*
 Brandon Douglas Olsen
 Janine Elizabeth Owen
 Alicia Marie Paglia*#
 Sophia Elena Pagliazzo
 Gabriella Marie Pagnini*#
 Nicholas Ian Palmer
 Hayden Ralph Parker
 Pray Yogesh Patel
 Uma Praful Patel*
 Charlotte Anne Peace
 Ella Rose Pearson
 Lucas Emerson Pedrelli
 Yue Peng
 Brooke Elizabeth Perault*
 Logan David Pfahler*#
 Kenneth Barrett Phillips, Jr.
 Natanel Pinkhasov*
 Anne Marie Player
 Matthew McGarry Plumadore
 Flavia Lucia Portocarrero
 Kendry Alejandro Pou Cuevas
 Jacqueline Kathleen Poulack
 Olivia Nicole Powell
 Adwaid Prakash*
 Anthony Preci
 Osner Jim Preval
 Nicholas Christopher Prunty*
 Yiyang Qian
 Lilly Beth Quilty
 Erin Elizabeth Quirk*
 Valerie Maria Raffi*
 Aishwarya Krishnan Rajakumar*

Maeve Margaret Ramstrom
 Matthew Joseph Reardon*
 Julia Beth Reinach*#
 Nicole Grace Reynolds
 Reyn Leonido Ricafort*#
 Keith Patrick Richards*#
 Cara D. Richardson
 Rorianna Annese Rigueiro
 Kathryn Charlene Riley*
 Brooke Darcy Ritchie
 Timothy James Robinson, Jr.
 Gabriela Fernandes Rodrigues
 Sydney Willow Rosenthal*
 Delaney Lucille Ross*#
 Kitty Annabella Ryan #
 Brianna Nina Sahagian*
 Camilla Beatrice Samuel*#
 Hannah Elizabeth Santello
 Juan David Sayan
 Ben Manfred Felix Schmelmer*
 Nicole Rose Schnair
 Rachel Lauren Schultz*
 Fynn Leon Schwichtenberg
 Rafael Antonio Serrat de la Rosa
 Mishaal Shaikh
 Allison Rose Shapinko*
 Sage Kirsten Sherman
 Ahson Ali Shuja
 Carsen Olivia Shumaker
 Daniel William Shupert
 Jack Andrew Shuster
 Jack Lawrence Singer
 Lucas Scott Singer*
 Nicole Gabrielle Sivak*
 Daniel William Skinner
 Benjamin Sandis Smith
 Max Elijah Snyder
 Maye Emily-Lee Sohboff*
 Carder Franklin Sprous
 Kyle Douglas Sprous
 Adrian Chandler Staples*
 Jakob Allen Stokes
 Alexander Richard Stone
 Domenic Raymond Storti #
 Benjamin Eric Strunsky
 Emelyne Janine Su*#

Zoe Harrington Sullivan*
 Isaac Samuel Tallino
 Stella Tina Tavilla*
 Dhanin Thirumurugan*
 Shawn Randolph Thornhill*
 Bianca Angelica Torres
 Trinity Lydia Torres
 Emma Rose Trainor
 Maxwell Forrest Tuck
 Kieara Leigh Union
 Sadie Rajotte Vaughn
 Charlotte Elizabeth Verity*#
 Madeleine Ann Verity*#
 Derek Matthew Vorhies
 Colin Michael Walsh
 Bridget Brody Walter
 Samuel Robert Waltzman
 Rebecca Ann Walz*
 Ashley Gael Warren
 Erin Kelley Warren
 Eytan Jacob Herritt Weiner
 Max Harris Weinhaus*
 Max Abraham Weisman*
 John Patrick Whelan*#
 Jared Michael Whitney
 Nathaniel Hamilton Whitten*
 Vincent Michael Wilcox
 Lily Grace Wilson*
 Adam Wise
 Ashley Nicole Wixson
 Adesotu Omorotien Woghiren
 Stephen Napua Wong*
 Henry James Woolard
 David Alexander Wright
 Tianyu Wu
 Crystal Zeng Xu
 Zimo Yang
 Greeshma Yarlagadda*#
 Mina Amged Wadea Zakhary
 Kian John Zandipour
 Jacob Andrew Zeliger
 Yijian Zhang
 Ryan Xinhao Zheng
 Junhua Zhou
 Calvin William Zuraw

* National Honor Society Member, # High Honors every term, all four years

AUDIT ADVISORY COMMITTEE

The Audit Advisory Committee, as authorized under Article 23A of the Town of Natick By-Laws, serves as advisor to the Select Board with respect to the town's internal auditing, financial systems and independent annual audit. The committee is comprised of one representative each from the Select Board, the School Committee, the Finance Committee, and two at-large members appointed by the Select Board.

The current members of the committee are: Jonathan Freedman (Select Board representative), Todd Gillenwater (Finance Committee representative), Cathleen Collins (School Committee Representative), Saul Berelowitz (at-large member), and Reginald Leese (at-large member).

During the year, the committee met on a monthly basis and focused on the following activities:

- Consideration of the proposed renewal of the engagement of proposed renewal of CliftonLarsonAllen LLP (CLA) as the town's auditors for a three-year period; following Committee discussions, the Committee voted to recommend that the Select Board renew the engagement as proposed.
- Review and discussion with Town management of the Town's annual audit, including financial statements, management reports, and management letter.
- Review of the Town's implementation of a risk assessment and monitoring system, and providing input to Town officials regarding opportunities to strengthen internal controls.

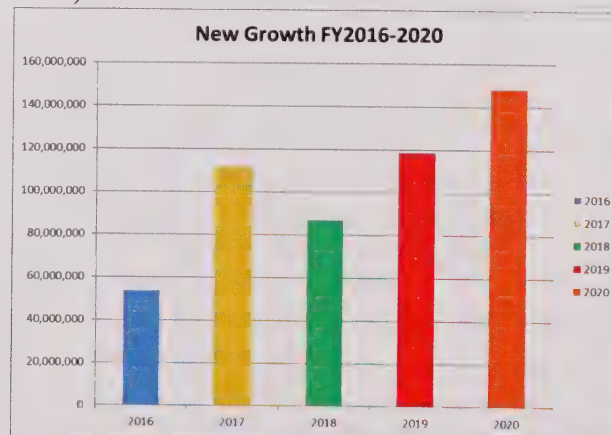
BOARD OF ASSESSORS

The Board of Assessors respectfully submits its annual town report for 2020. The Assessors Office is responsible for the assessment of Real Estate, Personal Property, Motor Vehicle and Boat Excise taxes. We strive to provide fair assessment practices and equity throughout the community.

Under the guidelines of the Department of Revenue and Massachusetts General Laws, Chapter 59, the Assessors are required to assess property at 100% full and fair cash valuation. Based on market conditions, Natick's values continue to increase. The average single-family value increased from \$613,133 to \$617,960 and the overall taxable value of the Town increased to \$8,931,857,860 from \$8,763,326,170. The market has also brought increased development that resulted in new growth of \$148,230,213 in assessed value or \$1,884,006 in added tax dollars. The FY20 tax rate was set at \$13.61 per thousand, a \$0.90 increase from the FY19 rate of \$12.71. A large portion of this increase was due to the addition of the Kennedy Middle School and West Natick Fire Station debt exclusion, which added \$0.63 to the rate.

The Assessors office staff has been busy conducting inspections on permits and sales. In addition, the staff continues the cyclical inspection program as required by the Department of Revenue. We would like to thank the residents for their cooperation and support.

New Growth Valuation (FY2016 to FY2020):



The Assessors continue to promote and administer tax assistance programs for various eligible taxpayers including senior citizens with low income or assets, disabled veterans, and blind individuals. A major focus for FY20 was to promote and educate the public on the Property Tax Deferral Program. This program allows qualifying seniors to defer, or not pay their real estate taxes. The taxes are paid once the property is sold. This program allows seniors to stay in their homes and provides relief on what is generally their largest bill. It takes advantage of equity built through the increase of property values. Town Meeting has both lowered the interest rate and income limits as set by the State for this program to make it a great option for our seniors. In FY20 there was a marked increase of participation, from 18 to 26 taxpayers and from \$86,181.39 to \$135,968.40 in tax dollars deferred. We thank Town Meeting members and residents for their continued support and remind people to reach out to the Assessors office for assistance.

FY20 Exemptions Granted:

EXEMPTION	COUNT	AMOUNT	EXEMPTION	COUNT	AMOUNT
CI 17d Elderly, Surviving	27	\$ 7,442.01	CI 37 Blind	32	\$ 25,200.00
CI 22(a-d) Veteran	99	\$ 62,370.00	CI 41C Elderly	39	\$ 61,425.00
CI 22C Veteran	1	\$ 2,362.50	SENIOR Work Program	41	\$ 58,224.00
CI 22D Veteran	2	\$ 12,719.91	CI 42	2	\$ 16,858.70
CI 22E Veteran	24	\$ 37,800.00	CI 41A Tax Deferrals	26	\$ 135,968.40
CI 18 Hardship	3	\$ 4,449.37	TOTALS:	296	\$ 424,819.89

In FY2020 the Assessors committed the following for collection:

Motor Vehicle Excise Tax:	\$ 6,062,743.88	35,750 Bills
Real Property:	\$ 119,393,093.01	13,548 Bills
Supplemental Tax (Real Property):	\$ 1,050,027.45	79 Bills
Personal Property:	\$ 2,169,492.02	1,798 Bills

Meetings of the Board of Assessors are scheduled and are posted at Town Hall. Assessment data and information and applications/forms are available on our web site www.natickma.gov/303/assessors. The Assessor's Office Staff is committed to providing excellent customer service and being available to answer questions and address concerns.

COMPTROLLER

It is with great pleasure I submit this annual Town report for the fiscal period July 1, 2019 to June 30, 2020 in accordance to Massachusetts General Laws Chapter 41, section 61.

The Department is charged to comply with Massachusetts General Laws for municipal finance and maintain the official financial records of the Town. The department is responsible for processing the payments and payrolls, revenue recording and tracking, maintaining the Town's general ledger, financial reporting for various state and federal agencies, and certifying the free cash.

All invoices and payrolls presented by Town Departments were examined for their accuracy and compliance with state law prior to payment. We have processed 26,400 invoices and biweekly payrolls for 1850 full and part time employees.

The yearend reports were filed with the State Department of Revenue for the certification of free Cash. For the Fiscal Year ending June 30, 2020 the free cash has been certified at \$6,653,460.

Attached are the financial documents of Tax Rate set up, yearend balance sheet including general fund, special revenue funds, capital projects, enterprise funds, trusts and agency funds, FY 2020 general fund expenditure and revenue reports. Also attached are Town's Debt and cash reports.

The year very busy with the implementation of new software modules. During the year the besides the tasks at hand at the Comptroller's office, the focus was also on implementing MUNIS software for the Collector's office upgrading a DOS based system to the current technological era. With the implementation of Employee Self Service module we have been able to provide employees' payroll and tax forms electronically. The next is the installation of Citizens' Self Service module where the residents can receive the bills electronically and make a payment on a web based system.

The yearend 2020 financials have been audited by CliftonLarsonAllen PC. Additional notes to the general purpose financial statements may be viewed in the office of the Comptroller.

ELDERLY AND DISABLED TAXATION COMMITTEE

The Elderly and Disabled Taxation Committee respectfully submits its annual town report for 2020. The Committee is responsible for overseeing the Natick Elderly and Disabled Taxation Fund as furnished by voluntary contributions by citizens under MGL Chapter 60 §3D.

As of 2/21/2020 the Fund's savings account contained a balance of \$12,330.51.

The Committee received eight applications for the 2020 tax year. One application was identified as ineligible since the home was uninhabitable and the property was not the applicant's domicile.

The Committee reviewed the criteria for eligibility which is based on age and disability status. The remaining seven applicants qualified either by Age, Disability, or both. Further review determined that two of the remaining seven applicants did not qualify. One because their income was significantly more than the other applicants, and one due to the fact that they were deferring their real estate taxes, and therefore there is no tax to offset. The Assessor's Office sent notices of denial to the respective applicants.

The Committee reviewed the spreadsheet and discussed who among the applicants received other means of State/Federal support (41C or 17D) monies. The Committee then determined the amount of monies to be granted to the remaining five applicants based on income, assets and need.

Following discussion, the committee motioned, seconded and voted unanimously to award each of the five applicants a portion of the total disbursement of \$5,894.29.

The committee also continued with a discussion regarding the timing of the application deadline and how that deadline impacts payments of awards relative to the tax bill schedule. It was motioned, seconded and unanimously approved that the new window for filing applications with the Committee would be changed to July 1st – November 15th each year. This change will better align the application for awards and the Committee's annual meeting with the fiscal year. The members of the Committee, along with the Town's Assessors office team worked to inform all constituents, the Select Board, and the staff at the Community Center of these changes.

The committee sincerely thanks all taxpayers who donated to the fund.

FINANCE COMMITTEE

Under the Town's Charter, the Finance Committee is required to hold public hearings on the Town Administrator's proposed budget for each Town agency and provide a report on its recommendations to Town Meeting. In accordance with the Town's By-Laws, the Finance Committee considers all Town Meeting warrant articles and provides its recommendation on each article to Town Meeting members.

In reaching its recommendations on Town Meeting warrant articles, the Finance Committee considers the information and comments presented from warrant article sponsors, department heads, municipal and school administrations, town boards and commissions, and the public at large.

During 2020, the full Finance Committee met a total of 25 times to support the Spring Annual Town Meeting, Fall Annual Town Meeting and Special Town Meeting #1. Additionally, there were many subcommittee meetings held together with department heads to review the FY21 budgets in detail.

COVID-19 brought an unprecedented amount of uncertainty and complexity into the budget process. In the spring, the Finance Committee considered not one, but three different FY21 budgets: the January 2 Town Administrator's Preliminary budget; a revised post-COVID budget on June 8, which took into account decreased revenue projections; and an amended budget just prior to the delayed Spring Annual Town Meeting in July which reversed some earlier proposed cuts. In the fall, many last-minute adjustments to the budget were evaluated by the Finance Committee, even after Town Meeting was underway.

The Finance Committee learned how to meet virtually and welcomed the increased public participation made possible in part by the convenience of attending Zoom meetings from home.

In October, the Finance Committee debuted a Town Meeting Member Resource website which contained information provided to the Finance Committee on all warrant articles, budget information, the Finance Committee's minutes and recommendation books as well as other relevant Town Meeting materials.

To contact the Finance Committee, email fincom@natickma.org.

FINANCIAL PLANNING COMMITTEE

The Financial Planning Committee was formed by the Select Board to promote collaboration, information sharing, and the development of short- and long-term recommendations relating to the Town's financial condition. The committee's overarching objective is to develop short and long range forecasts for revenues and expenditures, and to develop strategies for meeting any projected budget shortfalls. Ideally, through a collaborative and cooperative process, members will achieve unanimous agreement on forecasts and strategies and will advocate for agreement with their respective board or committee.

The committee is comprised of two representatives each from the Select Board, the School Committee, the Finance Committee, as well as the Town Administrator and the Superintendent of Schools. Committee membership at the end of 2020 consisted of:

Select Board representatives: Jonathan Freedman, Karen Adelman-Foster

School Committee representatives: Julie McDonough, Cathleen Collins

Finance Committee representatives: Linda Wollschlager, Bruce Evans

Town Administrator: James Errickson (Acting Town Administrator)

School Superintendent: Anna Nolin

The Committee met extensively during the first half of 2020; discussions included the following topics:

- FY 2020 budget
- FY 2021 budget planning and preparation
- Possible form and timing of an operational override for FY 2022; FPC recommendations related to timing were provided to the Select Board in February 2020
- Emergency fiscal procedures due to the coronavirus, including:
 - The Governor's executive orders and emergency funding requirements
 - State and local revenue adjustments for FY 2020 and 2021
 - Projected impacts to Natick's FY 2020 and 2021 budgets due to decreased revenue projections

SENIOR PROPERTY TAX EXEMPTION STUDY COMMITTEE

The major focus of the committee in 2020 has been researching, analyzing and developing a means-tested tax exemption for the benefit of low income Natick senior homeowners. The study committee developed a home rule petition that builds on previous bills approved by the state legislature that would provide Natick with greater control to manage a means-tested tax exemption.

Since March 2020, Covid 19 changed the financial environment of the town. It created uncertainty with respect to the future state of revenue. Once Governor Baker declared the State of Emergency on March 9th, conducting public forums on the viability of a means-tested tax exemption didn't seem feasible. The committee agreed that in 2021 there would be a better understanding of the financial environment. Staffing and workload issues have also changed since March 2020 and there is a need to re-visit the role of the assessing department in processing means-tested applications.

The committee believes the means-tested senior property exemption would assist low income seniors homeowners, especially if an override is considered for a future budget. Although, predetermining how many residents 65 and older who have lived in Natick may apply is an unknown, the bill is designed so that the Select Board would have the authority to cap the total dollar amount distributed in a given year. The proposal for a home rule petition is a new senior tax exemption that would assist low income Natick senior homeowners to stay in their homes. The Commonwealth of Massachusetts's Circuit Breaker Program is based on the rationale that no low-income household should have to pay more than 10% of its income in property taxes. The state has a formula for filling the (property tax - 10% of income) gap and a \$1150 cap on their aid in 2020.

The study committee chose the same rationale as the state, as did Sudbury, and designed our exemption to fill more of the gap. The big difference is that the Sudbury exemption permits covering the entire gap remaining after the state Circuit Breaker, whereas we chose to set a cap (equal to the Circuit Breaker cap).

The Natick exemption formula is also more controlled to avoid any substitution of Natick funds for Circuit Breaker funds. We propose to the Select Board a way to provide an exemption that supports the concept that ideally "no low income senior household should pay more than 10% of their income in property taxes" As part of the decision making process, the Select Board would need to consider what funding source shall be considered. There are two distinct programs with different funding sources in place.

Sudbury home rule - Funded through a shift within the Residential levy. The amount granted is known before the classification hearing. This shift causes the residential tax rate to increase. To maintain a single rate, a split tax rate must be voted. Because it is a shift only, the amount funded does not fall within the Proposition 2 ½ levy limit equation.

Wayland-Clause 57-Circuit Breaker Match- This program correlates with the standard state exemptions and is funded from the overlay account. The overlay is built into the levy and the burden is shared among all taxpayers, residential and CIP. As the overlay is built into the levy, the funding would have to fall within Proposition 2 ½ levy limit equation. The overlay account would need to be increased to pay for the program.

Committee members agreed the year long promotion of Tax Assistance programs and services is beneficial including the Elderly & Disabled Taxation Fund. The committee supports the value of the Tax Deferral Program during the current challenging financial climate. The committee notes that the current tax relief programs continue to be underutilized. The study results will be presented to the Select Board in 2021.

Sue Salamoff, Chair; Susan Ramsey, Clerk; Robert Caplin; Andrew Eschtruth; Eric Henderson; Patricia Sciarra; Richard Tresch

TREASURER/COLLECTOR

The Treasurer/Collector's Office is responsible for the billing, collection and investing of all monies due to the Town. Collections include but not limited to Real Estate, Personal Property, Motor Vehicle Excise, Boat Excise Taxes, Parking Ticket Fines, Water and Sewer Billings, Pay as you Throw Trash Bag Program, Federal and State Reimbursements and grants along with many various Department Licenses, Fees and Permits. The staff in the Treasurer/Collector's office continues to work diligently to serve the citizens of Natick daily. This year, our staff demonstrated a true testament to their dedication, knowledge, experience, and their willingness to happily serve town residents. With the Pandemic Outbreak in March 2020 we were closed to the Public but continued to assist residents who preferred to make cash payments at the front door. We also secured the mail slot already available to residents for payment drop offs 24/7. We also suggested our Online Payment site and mailing of payments as other forms of payment. Due to the Pandemic and not being opened to the public the phones and emails have more than tripled. In the first three months or so we had help from other departments to help answer our phones. Our dedicated staff has kept this town and its Finances sound through 2020.

The following represents the percentage of the net tax levy collected through the 2020 fiscal year:

Total Tax Levy: **\$120,287,317.43**

Overlay Reserve for Abatements: **\$832,900.47**

Net Tax Levy: **\$119,454,416.96**

Amount Collected thru 06/30/2020: **\$116,870,413.96**

Percent of Net Levy Collected: **98%**

Once again, in 2020, Standard & Poor's Rating Agency Affirmed Natick's rating as "AAA", as well Fitch rated Natick as "AAA" which is the highest rating attainable. The rating is a testament to the Town's, credit, financial, economic, budgetary and strong Financial Management practices.

The Treasurer/Collector's Office continues to strive to improve services for our taxpayers, by automating collection processes to include online tax and utility payment services as well as lock box payment processing. We continue the process of converting our Collection software to MUNIS, which will help offer, more conveniences for the residents of Natick.

I would like to thank the dedicated staff of the Treasurer/Collector's office for their service to the Town of Natick throughout the year. Everyone was diligent in their efforts through staff shortages, the Pandemic and the software conversion, while processing payments, water/sewer billings and meeting the needs of our residents.

Sarah Nguyen, Cathy Phillipson, Barbara Rodriguez, Meghan Hennigan,
Our called back Retiree always willing to help when needed Tina Pilla

I would also like to thank the staff from DPW, Recreation and Community Service Center for their help with answering our phones due to the increase in call volume during the early phase of the Pandemic.

BOARD OF HEALTH

STAFF

Director of Public Health – James M. White, Jr.

Senior Environmental Health Specialist – Michael K. Boudreau	Environmental Health Agent – Jane M. Anderson
Sanitarian – Jessica Cliff (resigned 11/2020)	Public Health Nurse – Deborah Chaulk
Executive Assistant – Jean M. Cotter	Administrative Assistant – Ingrid C. Fosberg

Substance Prevention & Outreach Program

Catherine Sugarman, Program Manager - Nina Levine, Associate Coordinator - Astrid Dretler, Administrative Coordinator

BOARD MEMBERS

Peter A Delli Colli, D.M.D., Chair	Donald J. Breda, P.E., Vice Chair
Karla Sangrey, P.E., Clerk	Paige Meisheid, M.D., Physician to the Board

The Natick Health Department continues to be a resource for the community by meeting the diverse health needs of the Town. This includes communicable disease, environmental contamination, substance use disorder, prevention strategies and state mandated responsibilities.

Communicable and reportable diseases reported in 2020:

Babesiosis	1	Norovirus	1
Borrelia Miyamotoi	2	Salmonellosis	6
Campylobacteriosis	3	Shigellosis	2
Ehrlichiosis	1	Tuberculosis	3
Group A Strep Invasive	1	Tularemia	1
Group B Strep Invasive	2	Varicella (Chicken Pox)	1
Giardiasis	3	Vibrio	1
Hepatitis B	9	Influenza (Lab Confirmed)	
Hepatitis C	16	Type A	80
Human Granulocytic Anaplasmosis	6	Type B	45
Lyme Disease	74	COVID-19 (Confirmed)	1080
		TOTAL	1329

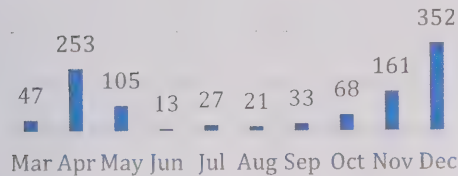
On March 7, 2020, we received notice of the first positive COVID-19 case in the community, which effectively altered the department's priorities and ways in which services were delivered. This report will reflect upon some of those changes and the data included will show the affect the COVID-19 pandemic presented.

Our clinical services offered by the Public Health Nurse were noticeably affected by the pandemic and by the closure of Town Hall to the public. The immunization program saw a decrease in vaccinations as 91 various adult and pediatric vaccinations were administered in 2020. The annual flu clinics were the exception as the pandemic led to an increase in demand. The Public Health Nurse, volunteers and School Nurses administered 1,760 doses of flu vaccine. The majority of the flu vaccines were delivered during our first ever drive through clinics held on two Saturdays in October at the main DPW garage. This change was implemented to protect both the clinic volunteers and the vaccine recipients. Due to the overwhelming success of the drive through clinics, the department may continue drive through clinics on an annual basis.

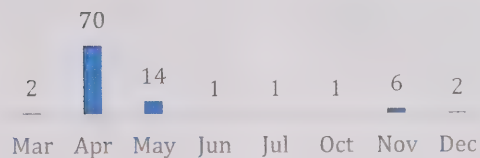
A measurable reduction or pause in several other clinical services was noted; such as a reduction on home visits (32), office visits were based upon necessity and scheduled by appointment only while weekly blood pressure clinics were suspended. In a typical year, the department averages 500+ office visits and 125 – 150 home visits annually.

The major focus of the Public Health Nurse turned to the pandemic the beginning of March. From March 1 through December 31, 2020, Natick reported 1080 positive COVID-19 cases. The initial surge occurred during April and May. The summer months showed a significant reduction in cases, case number 500 was reported on October 1. As predicted, a second surge began late October where an additional 580 cases were reported by the end of December. December reported the single highest month totaling 352 cases. Unfortunately, Natick has lost 97 residents to the virus during 2020. (See COVID data charts below). Each case requires extensive contact tracing in order to identify and quarantine close direct contacts to prevent further spread. The majority of the reporting and contact tracing responsibility falls to the local health departments, mainly the public health nurse. We have been fortunate that numerous school nurses volunteered to assist the department in contact tracing since the middle of April. During this time, longtime Public Health Nurse Leila Mercer retired and Deborah Chaulk, R.N. took over that position in June. The transition was seamless.

Natick COVID-19
Cases by Month
March 1- December 31 2020



Natick COVID-19
Deaths by Month
March 1-December 31 2020



Natick COVID-19
Age Groups
March 1- December 31 2020



The daily operations of the Environmental Inspection Program was also highly affected by the pandemic. Most of the responsibility of initiation, guidance and enforcement of the Governor's COVID-19 Executive Orders were handed down to the local level and ultimately the local health departments. In addition to the Executive Order responsibilities, the staff continued to carry out daily operations, although limited due to the pandemic. The staff conducted 605 inspections on 386 various permitted food establishments and 4263 other inspections, investigations, plan reviews and consultations relevant to environmental sanitation for a total of 4868. This past year, the department had a noticeable increase in construction permits for septic system repairs or replacements. This was in large part due to overuse from residents honoring the pandemic "Stay at Home" policy and the robust real estate market. In spite of the pandemic, the construction boom in Natick continues. Other than a slight drop in projects during the months of April and May, the pace of construction during the second half of 2020 may have surpassed the same period of 2019. The Health Department is involved in several phases of the construction process and the workload increased with the newly instituted Stormwater Bylaw. In addition to the daily operations, the staff recorded 900+ COVID-19 related complaints, inspections, investigations, consultations and enforcements. The majority of COVID related decisions within the community were made with oversight or input by the health department. This was all accomplished while shorthanded a staff position for 5 out of the last 6 months of the calendar year.

The department reviewed 994 Title 5 inspections, building applications, grease trap and septic system pump outs; reviewed and corresponded on 63 Planning Board and Zoning Board of Appeals cases; issued 77 quarantine notices by the Animal Inspector. The staff also issued and/or approved 1,398 various permits.

While many communities cancelled their annual hazardous waste collection day and despite the pandemic, on May 9, 2020, we hosted our 34th Annual Household Hazardous Waste Collection Day. 253 residential households took part in disposing of their materials in an effort to protect our environment. Natick continues to participate in the multi-community reciprocal collection program sponsored by Department of Environmental Protection though alternate dates were limited due to multiple community cancellations.

Annual receipts to the department totaled \$226,419.18. From that total, \$207,061.25 was deposited into the Town's General Fund; the remaining \$19,437.93 was deposited into the following designated Board of Health Accounts: Immunization Revolving \$9,517.93, Tobacco Revolving \$4,600, Prevention & Outreach Gift Fund \$5,320. The department also applied and received the following grant funds in 2020:

Public Health Trust Fund – COVID-19 Assistance Grant \$27,598.00

Bureau of Infectious Disease and Laboratory Science – Flu Vaccination Assistance Grant \$3,418.23

MetroWest Health Foundation – COVID-19 Assistance & Relief Grant \$15,000.00

MetroWest Health Foundation – Equity and Diversity Grant under the Substance Prevention & Outreach Program \$15,000.00

The department has recently signed into an agreement to participate in a 12 community regional tobacco control program aimed at reducing youth access and use of tobacco and vaping products. The program is funded through a one-year state grant.

The annual report of the Substance Prevention and Outreach Program under the administration of the Health Department is located in a separate report.

MEDICAL RESERVE CORPS

The Natick Medical Reserve Corps (MRC) was established in 2006 and operates under the direction of the Natick Board of Health (BOH). As of December, there were approximately 140 volunteers. The MRC Executive Committee (EC) meets monthly via Zoom due to the pandemic.

Highlights of 2020 included the following

- Numerous local events were canceled due to the pandemic, like the Natick Days event, and Relay for Life.
- MRC members provided assistance at the senior center for mask giveaways in the Spring.
- Members assisted staff at the senior center with answering phone calls from citizens related to COVID-19 and other town services during the peak of the pandemic in the Spring.
- The MRC was deployed this year for a variety of activities. Members assisted the BOH with deliveries of thermometers and other needs for residents in quarantine due to COVID-19.
- Members assisted the BOH with both flu vaccinations and ongoing COVID-19 vaccination clinics. In order to run vaccine clinics during the pandemic, new procedures had to be developed and followed to ensure safety of both the volunteers and the patients through social distance, PPE usage, and capacity limits. Volunteers also helped organize and execute home visits for flu vaccinations.
- The Junior MRC has grown over the past ten years under the mentorship of Executive Committee member Kathy Sasanoff. This year, Kathy retired from both the EC and as the mentor for the Junior MRC. We thank Kathy for her work over these many years, and continue to seek a new advisor for the Junior MRC.

COUNCIL ON AGING

The Council on Aging designs and delivers services and programs, which improve the quality of life for those aging in our community through education, support and advocacy. Since March 2020, accomplishing our mission was a challenge but our staff successfully delivered a myriad of programs, activities and services in unique and creative ways. Managing during a pandemic taught us to be flexible and pushed us to be open to learning new approaches and adopting new methods to remain connected with seniors in Natick.

The accomplishments made during this unprecedented year are due to the dedication of the talented COA staff, dedicated Council on Aging Board and generous community volunteers and partners. We are deeply appreciative of their time and support. Following are highlights of some of the notable successes we celebrated this year:

The Council on Aging staff with the assistance of Medical Reserve Corps volunteers staffed the Natick Hotline answering resident questions, directing callers to resources and delivering groceries and supplies to those in need. The Community Senior Center also hosted monthly blood drives for the American Red Cross.

To address food insecurity the Council on Aging distributed surplus food boxes to residents in coordination with BayPath Elder Services Elderly Nutrition Program and initiated a "Grab & Go" lunch at the Community Senior Center; recruited volunteers to deliver weekly "senior sized" CSA shares available through Natick Community Organic Farm, and became a SNAP Outreach Partner with UMASS Medical Center.

The COA launched a bi-weekly e-newsletter and continued the monthly publication of The Sentinel.

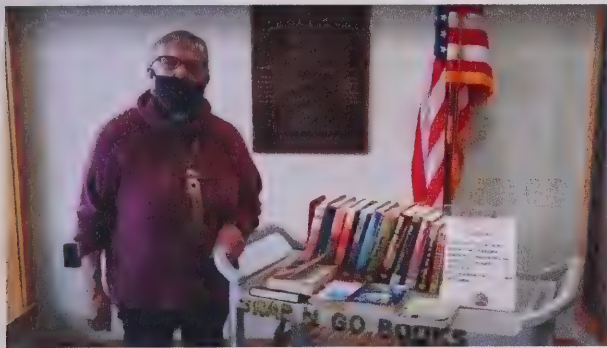
Staying connected proved to be our biggest challenge. Classes and programs moved from an in-person format to video conferencing. Programs via zoom provided the benefit of reaching even more residents and expanded our offerings! Since the Community Senior Center remained closed to the public this year, the COA staff scheduled "pop-in" visits with local seniors. Staff met up with seniors weekly for socially distant outdoor chats at their homes. The COA also started a pilot social calling program ~ Coffee Break. The program connects local seniors who do not have access to technology with volunteers who call weekly.

Special events transitioned from in person events to drive up and go events. We honored our 200+ volunteers in the fall and with the generous support of the Friends of the Natick Senior Center provided a grab and go Holiday dinner to 200 people in December.

The Metropolitan Planning Council awarded the COA a grant to provide transportation for seniors for non-COVID related medical appointments outside of Metrowest. The Natick Connector returned to service in July and continues to have a full schedule daily

We are hopeful that 2021 will offer the opportunity to welcome you back to the Community Senior Center.

.Best wishes for a healthy and happy New Year.



BOARD OF THE COUNCIL ON AGING

The Board of the Council on Aging (COA) is an advisory body with responsibility for supporting the Director of the COA and helping to establish and review the department’s objectives and activities. The Board also represents the concerns of Natick’s senior residents and advocates on their behalf with the town’s elected officials.

During the year, the Board was able to maintain a membership of 12 people (including both full members and associate members), despite the challenges of shifting to virtual meetings and some natural turnover due to expiring terms. Three of these individuals were new to the Board, allowing for a blend of fresh perspectives along with experience. The membership is also diverse in terms of prior experiences, which include careers related to a variety of aging policy issues and first-hand observations from participating in COA-sponsored activities

The Board meets monthly (typically on the second Monday of each month). The meetings are open to the public and citizens with information to share or specific concerns are encouraged to attend. In accordance with guidance from town administration, the COA Board did not meet in April and May, given the disruptions caused by the pandemic. We resumed our monthly meetings via Zoom in June.

The Board’s work outside of monthly meetings often takes place through subcommittees or work groups. Currently, these include strategic planning, governance, housing, nominating, and executive. Notably, given the compelling need of restructuring the COA’s provision of services during a pandemic, in 2020 we created a “reopening” work group to help advise the COA director on the mix of virtual and physical services offered and the timing of a transition back to more in-person services at the Community-Senior Center (CSC).

During 2020, other notable board activities included the following:

- *hosting guest speakers at board meetings to educate members on a variety of topics. These included Jim White, the town’s Public Health Director, on pandemic-related challenges and expectations for a vaccination program; Randy White, the town’s Housing Authority director on low-income housing services; and James Freas, the town’s director of Community and Economic Development, on new housing developments and parking.
- *working with several Natick residents to expand opportunities (pre-pandemic) for participation in the increasingly popular recreational activity of pickleball.
- *participating and supporting town government activities that affect seniors. These activities include direct participation in town meeting (3 Board members are also TM members) and continuing to serve on a senior tax exemption study committee appointed by the Select Board in 2019 (the Board’s director and the COA director are both members). The study committee’s latest initiative is to develop a new and improved property tax exemption policy that could be considered by the Select Board and Town Meeting; this policy would likely require a home rule petition to the state.
- *connecting with other boards and groups. The COA Board continues to maintain liaisons to Baypath Elder Services, the Friends of the Natick Senior Center, and the Commission on Disability.

*developing a presentation on Dementia Friends training to increase awareness and understanding of dementia and ways to support people with dementia in the community. This presentation was delivered to nine members of the COA staff via Zoom, with additional presentations planned for the COA Board and COA volunteers.

*providing advice to the COA Director on new outreach activities for combatting social isolation among Natick seniors during the pandemic.

*volunteering to participate in COA-sponsored events and activities. For example, while in-person activities were significantly curtailed in 2020, Board members have assisted by facilitating Zoom programs (such as Great Courses and a book group) and covering the phones at the CSC.

HUMAN SERVICES

The mission of the Human Services Department is to provide a safety net for Natick residents of all ages through the provision of information and referral, supportive case management, and by actively working to strengthen interrelationships among area service providers.

Our social work team provided Information and Referral and Case Management services to 725 Natick residents in 2020, accessing \$67,453.00 to support resident's critical needs, assisting residents with navigating the complex array of benefit programs, and advocating on behalf of those in need to ensure access to safe housing, healthful nutrition, medication, transportation, health insurance, utilities and other services.

We continued to partner with the Council on Aging to provide two six-week sessions of the Powerful Tools for Caregivers program. We continued to offer resources through our Natick Information Line. We collaborated with the Department of Public Works for the fourth annual Bulky Waste Collection Day for low-income seniors. This initiative has helped ease the cost of the Bulk Pick-Up for low income seniors and also helped to declutter homes which has had a positive impact on fire safety, fall prevention and accessibility of many elder households.

Our department continued to enroll elders and disabled adults/those in need in our emergency Care and Prepare Program. We issued one system activation call this year to share information and guidance to elders on COVID-19 and personally contacted all Care and Prepare participants to assess for needs. In addition, we contacted all of our human services clients two times during March and April to assess needs and insure safety and well-being during the pandemic.

The Inter-Disciplinary Task Force met to discuss emergency and winter preparedness and reviewed protocol for homeless individuals, hoarding situations and at-risk elders.

Notable Initiatives

The Human Services department faced several new challenges beginning in March of 2020, the start of the COVID-19 pandemic. We received increased reports of neglect, hoarding and unsafe living environments. Referrals from the police and fire departments increased, with issues of dementia, wandering, unsafe driving and unsafe living situations. Our hoarding/emergency response team, comprised of Police, Fire, Health, Building, and Human Services Departments worked together on several cases that typically would have had the support of outside collateral agencies. However, all of our collateral social service agencies were working remotely with limited ability to conduct home visits so our department filled that gap. We were able to make emergency home visits, conduct assessments and coordinate services to mitigate risk and provide for the safety of our most vulnerable residents.

Our Department also partnered with the Council on Aging, the Natick Police Department, the Natick Health Department, the Natick Service Council, A Place to Turn and Daniel's Table to respond to needs for food, prescription delivery and transportation during the pandemic.

NATICK COMMUNITY ORGANIC FARM

Production

- Mild winter temperatures led to an extremely early start for maple sugaring. Our team made 150 gallons of maple syrup. Farm staff adored working in our newly renovated sugar shack, improved by local teens on our Teen Work Crew, and paid for through the generosity of local donors to our Natick charity runners in the Boston Marathon. Sugaring remains a community effort, in every way.
- To meet the increased needs of home gardeners, we doubled our production of organic garden seedlings, and still sold out of popular varieties.



- To meet the increased demand for fresh, organic local food, we kept our farm stand fully stocked, upped our number of CSA shares, and raised hundreds and hundreds of pounds of sustainable pork, beef, mutton, chevon, chicken, turkey and our first crop of duck.
- NCOF helped to battle local food insecurity and bolster community resiliency during the pandemic by partnering with foundations, Town agencies, and local businesses to provide delivered, subsidized “senior-sized” CSA shares for Natick low-income seniors, weekly fresh vegetables for clients of the Natick Service Council food pantry, and beautiful flower bouquets which included peonies from Lookout Farm, for frontline workers.



Operations

- NCOF’s grounds remained open every single day throughout the pandemic for socially-distanced visiting; we set new attendance records.
- Customers took full advantage of our new online store to order seedlings and meat.
- The farm crew worked safely and diligently to construct a flower workshop and begin installing a new hoophouse.
- Our flower and vegetable beds are now managed exclusively using organic, no-till methods. “No-till” better nourishes plants, making them healthier, more robust, more nutritious, and more capable of fighting off disease. It also conserves soil moisture and warmth, nourishes a healthier community of soil microorganisms, and reduces overall carbon release. NCOF now is a regional teaching model of successful small-scale, regenerative agriculture.

Education & Volunteering

- We ran our educational and volunteer programs safely and effectively, changing how we worked from week to week to keep up with local and state health and safety rules.
- We learned to teach effectively in new ways, through online classes, social media read-alongs, and educational pod programs.
- Our before school, afterschool, home school, summer vacation, and fall programs were incredibly popular. Parents and kids really valued the sense of “normalcy” our programs permitted.
- Our farm Terracorns service team taught, farmed, and created a well-received audio tour and videos.
- We raised community spirits with our first virtual 5K and first Harvest Dinner to GO.

Goals for 2021

- Remove invasive plants on the Taylor Estate on Riverbend Rd.; plant it with potatoes.
- Partner with Housing Authority, Service Council, and Sustainability Coordinator to improve food security for our vulnerable Natick neighbors.
- Put our new tractor to good use growing food to feed everyone.

OPIOID TASK FORCE/NATICK 180 COALITION

Introduction: The Natick Opioid Task Force was commissioned by the Natick Board of Selectmen in 2016, bringing together municipal and community leaders to strategize a response to the opioid epidemic. In 2019, the Opioid Task Force absorbed the substance use disorder prevention work of Natick Together for Youth and expanded community representation in order to address opioid use disorder using a more comprehensive approach. The work of this newly integrated group, called the Natick 180 Coalition, spans the behavioral health spectrum from prevention to treatment to recovery. Natick 180 aims to address factors that contribute to addiction and build up community characteristics that protect against it, fostering community conversations about substance use and mental health that are driven by empathy, respect, science and data. Natick 180’s Steering Committee includes representatives from the following community organizations and sectors: Natick Board of Health (BOH); Natick Board of Selectmen; Natick Fire Department; Natick Health Department; Natick Interfaith Clergy Association; Natick Police Department (NPD); Natick Public

Schools (NPS); SOAR Natick (Supporting Outreach & Addiction Recovery); SPARK Kindness; MetroWest Medical Center; and the recovery community. The Natick BOH is Natick 180's fiscal agent.

Community Engagement Summary: The COVID-19 pandemic influenced the work that was planned for 2020, forcing Coalition meetings and events to move to virtual platforms and a reassessment of priorities. A community concern that was repeatedly identified across community sectors was the dire impact of the pandemic on mental health, particularly for vulnerable populations such as youth, parents/caregivers, people in recovery, veterans, senior citizens, and residents with preexisting behavioral health disorders. Since mental health disorders (acute or chronic) can be risk factors for substance use disorder and relapse, Coalition resources were shifted to respond to address increased mental health needs alongside substance use disorder. Data collected in 2020 includes:

- Overdose rates: The NPD responded to 37 opioid-related overdoses in 2020, 3 of which were fatal. This 8.1% fatality rate represents a significant decline since 2019, during which the NPD responded 45 overdoses, 6 of which were fatal (a 13.3% fatality rate).
- Jail Diversion Program response: Between January 2020-September 2020, the NPD referred 230 cases to the Jail Diversion Program (JDP), which embeds an Advocates mental health clinician within the NPD to respond to behavioral health crises in the community. Of these responses, 18 individuals were diverted from arrest, and 60 individuals were diverted from emergency department visits, yielding estimated total cost savings of \$285,360 in costs to the criminal justice and healthcare systems. (4th Quarter data unavailable for this report.)
- Post Overdose Support Team (POST): Natick POST is comprised of representatives from the NPD, the NHD, Justice Resource Institute Health's Program RISE harm reduction program, and the JDP Clinician. POST out- reached to 35 individuals, offering Narcan, health services, harm reduction materials, and treatment navigation.
- INTERFACE referral services: In 2020, 127 Natick residents utilized the William James College INTERFACE referral service to connect to individual outpatient clinical services.
- Naloxone (Narcan) distribution: Although COVID-19 prevented in-person trainings, NHD staff virtually trained 22 individuals in the community in how to respond to an overdose and how to administer the opioid overdose reversal agent naloxone (Narcan). Additionally, NHD distributed 84 Narcan kits over the course of the year to first responders, Natick Mall security staff and community members.
- Youth Mental Health First Aid: Twelve Natick community members were trained to train others in Youth Mental Health First Aid (YMHFA), an evidence-based curriculum that prepares parents, teachers, coaches, and other caring adults to recognize and respond to youth mental health and substance use behaviors. These trainers subsequently trained 62 adults in Natick who work with or serve youth.
- Attendance at community trainings and educational events: Natick 180-sponsored educational programs, workshop series, and community events were attended virtually by 335 community members.

Future Priorities: In 2021, Natick 180 will use MetroWest Health Foundation grant funds to address health equity in its work by engaging more Black, Indigenous, and People of Color (BIPOC) community members and developing strategies that respond to the unique experiences and behavioral health needs of BIPOC residents in Natick.

RECREATION & PARKS DEPARTMENT

The Natick Recreation & Parks Department, along with all town departments, were challenged to the core this year. We were well into our successful winter programs and setting our sights on spring 2020, when recreation as we know it came to a standstill due to COVID-19. We paused and we were scared but we embraced each other as a team, took a collective deep breath and forged forward.

As we pushed everything we know to the side, we started from a clean slate and went virtual. We started slow by engaging our community with camp ideas from home, story times and fitness classes. With our department only receiving twenty-five percent of our operating costs from town funds, we got creative and despite the pandemic, we were able to raise \$22,000 from personal & business donations and sponsorships to offset the high costs of programming.

Our diligent and dedicated team worked endless hours to move our programming online and read many pages of documents to ensure our in person classes were adhering to the ever-changing regulations. Overall, we increased our online presence on social media by 150%, we had 1,410 register for our programs and our community youth groups were able to enjoy the many athletic fields we have in town.

The department’s major undertakings were we opened Memorial Beach to 4,200 of our residents, we offered space for our teen remote learners and we provided numerous summer programs to 650 youth in a safe and socially distanced manner. **Other accomplishments:** Connor Heffler Park was dedicated to a young local boy who lost his battle with cancer and Whitney Field at the Navy Yard renovation project was completed.

We continue to work towards many initiatives to enhance our public offerings to our residents in 2021. We are strong advocates for a new recreation center, we are creatively working towards enhancements to playgrounds, parks and courts, we are in the front lines providing after school services once the dismissal bell rings and we are actively involved with our residents trying to accommodate the latest trends.

We want to thank our Recreation and Parks Commission as well as our fellow departments for their efforts throughout the year. Public Works, Police, Fire, Facilities Maintenance, Community Development, Board of Health, Human Resources, Finance and the School Department who all support us in providing the high level of service to the residents of Natick.

RECREATION & PARKS COMMISSION

The Natick Recreation and Parks Commission had a busy, challenging and eye opening year. It is our responsibility and pleasure to work with the Director and Staff to help make decisions that affect the lives of countless residents of Natick and the surrounding towns that take advantage of our programs. Despite the challenging and ever changing circumstances due to the pandemic, the Recreation & Parks Commission was happy to support the Recreation Department with alternative program offerings.

Program Offerings	FY 17	FY 18	FY 19	FY 20
Adult	40	42	45	25
Preschool	72	67	78	22
Special Needs	113	128	123	44
Youth	171	177	218	66
Teens	NA	63	91	34
Total Offerings	396	477	555	191

One of the highlights of our year was the successful opening of Memorial Beach to our residents. The staff worked tirelessly to train staff, while ensuring all COVID-19 protocols were followed. Beach management was able to mark off socially distanced sections of the beach for the community to enjoy.

Also during the summer, we elected a new representative to PATH for the coming year. We are excited to continue our long standing partnership with this important group.

The lights at East Park are installed and residents from Natick and surrounding towns enjoy using the park in the evenings with their friends and family.

The playground at East School was finally completed and was dedicated to a local young boy who died of cancer. The Park is now known as the Connor Heffler playground.

We partnered with the Conservation Commission regarding a proposed change to the Article 97 designation of the Henry Wilson land. We feel strongly that this land needs to stay designated as a park, especially in the West Natick area.

A major highlight of the year is the Skyline Put It into Drive Program. We are so proud of the staff for thinking outside the box and reaching out to participants in a safe and fun way!

Members of the Commission also worked hand in hand with Parents’ Association for the Handicapped, Inc (PATH) to coordinate a collaborative Virtual Frosty 5k to raise money for NEETEGA and PATH. We anticipate this being an annual event.

We look forward to 2021 and the creativity the Director and staff at the Cole Recreation Center comes up with as we move forward out of the pandemic.

SASSAMON TRACE GOLF COURSE

COVID-19 affected the 2020 golf season. The course opened early, then was closed for COVID, then re-opened with regulations. The course did not return to full operation until late in the season when it was determined safe to do so.

In 2020, 37,041 rounds were played. There were 210 Season Ticket holders in 2020. Natick residents account for 90% of all season ticket holders. The average ticket holder plays 37 rounds per year. There were 53 adult, 85 junior, and 72 senior Season Ticket holders in 2020.

Sassamon Trace offers five recreational golf leagues. The Tuesday Evening Men's League has over 90 players. The Wednesday Men's League has over 70 players. The Tuesday Morning Junior League was cancelled due to COVID concerns. There are also two women's leagues, one on Wednesday mornings and the other on Thursday evenings and combined they have over 170 ladies. The major event each year is the Club Championship. The Club Championship this year was won by Otto Jauw. Joe Guidi won the Senior Division. Cheryl Carlson won the Women's division. Mitch Singer won the net division. Sassamon Trace is also the home course to the Natick High School and Dover-Sherborn Varsity Golf Teams.

The golf course was able to re-do its golf cart charging station thanks to previous town meeting appropriations.

Eric Fontaine had his first full season as superintendent at Sassamon. The course was in excellent shape with the increased rounds. He was able to complete the bunker renovation as well.

The Sassamon Trace Supporters Association is a 501c3 organization that began in 2006. This year the STSA contributed over \$1,800 in support for expenses such creating a new forward tee-box.

The Golf Course Oversight Committee is composed of five Town appointed residents that meet on the third Thursday of the month at Sassamon Trace and the public is invited. Posting of time and date are found on the Town's online public meeting calendar and the entry lobby bulletin board at Town Hall. The Golf Committee works with Golf Course Management to review policies and procedures develop new revenue opportunities and identify cost saving measures.

VETERANS SERVICES

Veterans' Services is responsible for addressing the unmet needs of Natick Veterans and their dependents. Through our advocacy, we help to ensure that our service men and women access the support, benefits and services they need.

A central role this office plays is to assist our Veterans with filing for and receiving state and/or federal benefits due them. Our efforts result in the acquisition of cash and/or medical awards that in the case of the state are reimbursed in a cost-sharing agreement with the Town in which the state pays 75% and the town 25%. Without this important partnership, the Town of Natick would be obligated to cover 100% of those costs. We help the veteran or client get employment. Since our clients are living longer, a new category is they are being unable to live on their own and in need of assisted living or Nursing Homes. This makes them not eligible for these benefits.

This office also processes VA claims directly with the VA. Being a VA National Service Representative allows me to do this. We have generated over \$10,000,000.00 since March of 2010.

There are times when these awards will allow our veterans and dependents to come off our Chapter 115 program. These numbers would not be possible without the efforts of Ms. Young, a great team effort.

Additional Services:

Our office provides a range of additional services to Veterans and dependents including the following:

- Medical Referrals
- Educational benefits
- Job search/Unemployment benefits
- Emergency funds
- Counseling
- Assistance with applications and additional benefits programs
- Military records

In addition, this office attends to the following:

- Serve as the Burial Officer to help bury indigent veterans and their dependents.
- Serve as the Grave Registration Officer to ensure that all graves of veterans are properly decorated with a flag and geranium over the Memorial Day period.
- Conduct parades and ceremonies.
- Act as the liaison between the veteran groups and the Town of Natick.
- Commission on Disability acting as the ADA Compliance Officer.

With the Covorid Restrictions in place, we have had to adapt. We have with the Veterans Holidays, Memorial Day, Veterans Day, and Pearl Harbor Day. Thanks to our community partners, Veterans and residents. Special thanks, Randy Brewer and Geoff Filleti with Natick Pegasus. We have also done some other events such as the Purple Heart Official Flag Raising; making it official Natick is a Purple Heart Community.

We have adapted to using Zoom during this trying times. Whenever possible I will “see” my clients using this method. In addition, my groups and many meetings including COD I am able to host. I have a Zoom host account. Again, with needed restrictions in place we have adopted. Warm weather meeting clients outdoors or the biggest room in this building the Great Room, social distance, masked of course.

We are planning to do more education events at the major senior housing in Natick. We are also hoping to do the training at local Nursing Homes. Once things get back to the old normal.

I am in my sixth year with the Middlesex County Veterans Treatment Court. This is an honor to represent the 52 cities and towns VSO’s in Middlesex County. I was presented with the Chapel of Four Chaplains “The Legion of Honor Humanitarian Award” this is a national award. It was for my work with Veterans especially the work on Suicide Education Awareness panel’s concept that I did start in 2017... I was appointed to the Governor’s Council Subcommittee on Domestic Violence, Sexual Assaults and Military Sexual Trauma. The Veterans piece was added this year, MST.

We have begun a second addiction group, Smart Recovery. This is a Cognitive Behavioral Therapy method of dealing with addictions. Right now, we are doing every other Saturday beginning two years ago.

This office works collaboratively with many Town departments, most notably with the Council on Aging and Human Services Divisions as well as with numerous local and state organizations. Natick Veterans Council, Mass Bay Community College, MA Department of Veteran Services, Women Veterans Specialist, SHINE, Veterans Inc. Resources, Veterans Service Officer Association of MA, Vice President Northeast Service Officers Association.

We are looking forward to a great 2021 year. We thank all those in Town Government and Residents for their continued support.
Paul E. Carew / Director of Veteran Services / Natick Community Services Department
Sheila Young / Executive Assistant to Veteran Services and Council on Aging

FIRE DEPARTMENT

I am pleased to report the developments of the Natick Fire Department for the year 2020.

Wow! 2020. A year to remember! And a year to forget! We all have had to deal with the Covid-19 pandemic and here at NFD we were faced with a daunting task. Starting in January we became aware that we could be faced with a public health disaster. We were prepared for a major flu outbreak such as we saw with the H1N1 virus a few years ago. But how big would this pandemic be and how prepared were we?

We quickly evaluated what we needed for our own safety and began to prioritize PPE needs. We collaborated with The Natick PD and our local BOH to estimate needed PPE and also reached out to the local hospitals and district fire departments to evaluate the local stock of PPE. With the help of our local and state partners, we were able to identify reliable sources for PPE, understanding we did not know how long this pandemic would last. Orders were placed and stocks were readied. As of this day, we are still fighting on into 2021.

Since we had not faced a pandemic in many years, we needed to put in place new policies and procedures to deal the response needs of the community. The safety of the firefighters as well as the public were paramount. Our Command staff and paramedics worked seamlessly with me to achieve and put in practice sound policies and procedures to keep everyone safe. These procedures were meshed with our local hospitals to provide a safe environment from the 911 call to the hospital drop-off.

All of my staff have worked tirelessly throughout this past year keeping us all safe. From using all the proper PPE to cleaning the apparatus and the stations, they are the reason we have had only 2 staff members test positive for the covid-19 in 2020. They both are fine and back to work. There were many who were tested and many self-quarantined, but no others contracted the virus. A tribute to the great work by the men and women at NFD.

This pandemic is certainly not over, but with a vaccine ready we can see the light at the end of the tunnel. I expect the vaccine to be available to NFD members in early January of 2021.

I am pleased to report we have made great progress on the construction of the new West Natick Fire Station, although the project is a little behind schedule due to covid-19. Some of the construction crews were limited or simply delayed due to supply issues. I am very excited about this project both for the department and the residents of Natick. This new station will allow for better response times, more apparatus and equipment storage and a new training facility to improve training to the entire department. We expect to be complete in the spring of 2021.

Captain Eugene Rothman, Lt Tom Topham, FF Buddy Hladick, FF Dan Hartwell, FF Mike Haigis and FF Steve Arena all retired this year. Their contributions to this Fire Department are immense and they will all be greatly missed! Congratulations to all and enjoy your retirement!

This year we welcome aboard Firefighters Jack Haigis, Jeff libby, Anthony Parchesky, and Adam Cadman to the ranks of the Natick Fire Department. Jack came to us academy trained and is working on shift. He is also the son of retired FF Mike Haigis. Jeff and Anthony just finished the academy and are now on shift. Adam is currently in recruit class at the Stow academy.

I am sorry to report we lost one of our newest firefighters this past year. FF John Feeney passed away on August 4th of unknown cause. He was only with NFD since November of 2019, graduating from the academy in February of 2020. He was a great person and we will miss him!

The NFD CPR Team continues to train the public with limited classes. We hope to get back to training the high school students this year as well as expanding the current class schedule for the public. Fire prevention continues its great work also. Thanks to Captain Mortarelli and Inspector Tanya Quigley Boylan.

POLICE DEPARTMENT

2020 will no doubt be described by history as a year of impact, disruption, chaotic and extreme. The COVID 19 Pandemic had a major impact on all aspect of the lives of everyone in our community and around the world. The Natick Police Department was not immune to the effects a pandemic has on a community. For public safety, who cannot close their doors, we had to adjust our operations to remain responsive to the community while also keeping officers healthy.

During early 2020, as COVID began to overtake the world, we did see a dramatic drop in traffic, crime and calls for service. This will be demonstrated when the crime statistics are released. As residents had to retreat to their homes the mission of public safety pivoted to assisting with the health department as they became the lead during this health crisis. This mission turned to procurement and distribution of personal protective equipment, educating public on current operating requirements as guidelines continued to evolve while still protecting the community and enforcing the laws. As 2020 concluded COVID continued to have a major impact in the lives of everyone and policies, guidelines and rules relating to response continued to be updated. There is no doubt that COVID has changed our operational priorities as we move into 2021.

In addition to addressing the impacts of COVID on our community and the police department the Natick Police Department has also been impacted by incidents across the country that has challenged community police relationships. For law enforcement 2020 will



always be defined by the incident that occurred in Minneapolis Minnesota with the death of George Floyd. This incident put all police departments under the microscope and challenged the mission of departments. The Natick Police Department was not immune from this sentiment. The core mission of the department is “To enhance the quality of life for all citizens, we will cooperate with other agencies and groups to resolve community concerns.” This mission statement continues to drive our actions and planning.

The members of the Natick Police Department condemn the actions of those officers that do not respect life and the community they serve. The members of this department are hired because of their values to human life and dignity and their commitment to treat everyone fairly while adhering to their oath. The Natick Police Department also understands that many members of the community have questions about how the organization operates and what policies and procedures we have that demonstrate the commitment to fair and impartial policing. As a result, members of the department participated in several discussions and open forums to hear from various constituents of the community who never had an opportunity to learn about the Natick Police operates and how we are responsive to the community. These forums opened our eyes to our need to work harder and ensure that we operate with transparency to gain the confidence from the residents that we serve. As a result of recommendations of the community we will be updating our communication with the public by posting our crime statistics where they can be readily accessed. We will begin to utilize our website and social media platform to communicate information to the community.

Although the COVID Pandemic had an effect on our number of calls for service it did not reduce the need to continue our focus on mental health in our community. COVID had a critical effect on this issue. We continued our Co-Responder Program with our full-time clinician responding with our officers to allow for on-scene crisis intervention. In 2020 there were 310 referrals, 23 with behavioral health were diverted from the criminal justice system (estimated cost savings \$57,960) and 77 diverted from Emergency Room (estimated cost savings \$308,000). Total estimated cost savings in 2020 was \$365,960.

Personnel Updates

The Natick Police Department the retirement of two (2) long serving officers, Lieutenant Brian Grassey and Sergeant Richard Halloran. Five (3) new Officers joined the ranks of the department, Ryan Bibo, Nicholas Pacheco, Miguel Rodriguez, Jared Abbruzzese and John Wilkins.

Court Activity

During 2020, 656 complaints were forwarded to the Natick District Court for prosecution. In addition, the Records staff processed 2,005 Offense Reports, 498 motor vehicle crash reports, and 1,584 traffic citations.

The following illustrates traffic enforcement and crash data for FY2020 as compared to FY2018 and FY2019 data:

Violation Breakdown	FY2018	FY2019	FY2020
Civil Motor Vehicle Infractions	491	358	123
Written Warnings	2,100	1,406	1,125
Arrests	108	82	71
Criminal Complaints	355	277	241
OUI	42	40	38

Crash Particulars			
Total Crashes	848	889	612
Fatal Injury	1	1	1
Non-Fatal Injury (incapacitating)	13	15	9
Non-Fatal Injury (non-incapacitating)	68	76	24
Possible Injury	72	74	14

Animal Control

The following is a list of Animal Control activity during CY2020:

Domestic		Wildlife	
Unrestrained Dog Complaints	59	Sick /Injured Raccoons	29
Barking Dog Complaints	31	Sick/Injured Skunks	15
Dogs Struck By Motor Vehicles	3	Sick/Injured Possums	6
Stray Dogs Reported	70	Sick/Injured Woodchucks	1
Dog Bites Reported	25	Sick/Injured Squirrels	0
Lost Dogs Reported	24	Coyote/Fox Sightings	6

Lost Cats Reported	30	Sick/Injured Fox	26
Stray Cats Reported	5	Sick/Injured Birds Of Prey & Waterfowl	20
Cats Struck By Motor Vehicles	3	Sick/Injured Rabbits	8
Cat Bites Reported	0	Sick/Injured Bats	1
Lost Exotic Birds	3	Deer Struck By Motor Vehicles	7
Stray Snakes	1	Deceased Animals Removed (Roadways)	70
		Bear Sighting	1

Informational Statistics	
Animal Cruelty Cases Investigated	33
Wild Animals Removed Dwellings	9
Citations Issued	21
Written Warnings Issued	34
Mutual Aid To Other Communities	0
Assistance Calls For Service	143
Informational Calls	57
Livestock Complaints	5
Farms/Barns Inspected	0
Kennels Inspected	6

Internal Affair Complaints CY2020:

Types:	Violation Policy -	4
	Violation Rules -	1
	Conduct Unbecoming -	2
	Abusive Language -	1
Disposition:	Unfounded -	4
	Sustained -	1
	Under Investigation -	2
	Not Sustained -	1

PUBLIC WORKS DEPARTMENT

PUBLIC WORKS DEPARTMENT

The mission of the Natick Department of Public Works is to maintain and improve in a cost-efficient manner the infrastructure, vehicles, equipment, and recreational facilities of the Town and be ready and available to provide immediate and professional response to emergencies. The Department is dedicated to providing excellence in customer service and continues initiatives for improvement.

The Department provides safe and adequate drinking water and water for fire protection by maintaining and improving the water treatment plant, supply wells, and water mains throughout town. The Department also provides safe and sanitary collection and disposal of wastewater by maintaining and improving sewer pump stations, force mains, and gravity sewer mains.

The Department maintains and improves the Town's roadway and sidewalk network. The Department also provides dependable and reliable trash collection and recycling services to the residents of the Town.

The Department of Public Works is considered essential, providing services to the Town. This past year presented challenges due to the Covid-19 pandemic. In order to maintain services and minimize risks to the employees, the department instituted a comprehensive Continuity of Operations Plan (COOP) during the heightened phase, obtained necessary personal protective equipment, disinfecting equipment, and modified operations. The COOP Plan encompassed having two shifts in the event one group needed to be quarantined. The Department is happy to report that services have not been interrupted since the Spring.

The following is a summary of the activities and accomplishments of the various divisions within the Department of Public Works.

ENGINEERING DIVISION

The Engineering Division of the Public Works Department provides guidance and technical support to all the various Departments, Boards and Commissions within Town Government, as well as to the citizens of Natick.

The Engineering Division is the repository of street layout plans, site development plans, water and sewer service tie cards, utility as-built plans and other various record plans. Updating of these plans is an important duty of the Engineering Division. This updating process includes maintaining accurate as-built records for the Town's water distribution system, sewer system, storm drainage systems and individual utility service information for all buildings.

The Engineering Division, as part of the site development approval process, provides technical assistance to the Zoning Board of Appeals, Conservation Commission, and the Planning Board in the review of all site plans and subdivision plans. This process includes the review of plans, hydrologic calculations and supporting documentation to assure compliance with all Town standards and requirements, including the recently adopted Stormwater Management By-Law. The Engineering Division is also responsible for calculating and maintaining various construction performance bonds, and is responsible for all related site utility and roadway construction inspection.

The Engineering Division also supervises the annual roadway improvement program using State and local funding to improve roadway surfaces, sidewalks and accessibility infrastructure in neighborhoods throughout the Town.

In addition to the above, the Engineering Division completed the following during 2020:

Issued 405 Trench/Street Opening Permits and provided the necessary inspections.

- Provided Town Emergency Project Coordination for the MassDOT Boden Street Temporary Bridge replacement project.
- Provided Town Project Coordination with Community Development on Cochituate Rail Trail project.
- Negotiated and worked with private property owners on grants of easements to the Town. Presented easements to the Board of Selectmen for approval and acceptance. Recorded all approved easement plans and documents at the Middlesex Registry of Deeds.
- Continued work as required on the Town's Storm Water Master Plan and NPDES General Permit. Annual Report submitted to EPA and DEP as required.
- Continued to coordinate the utility and roadway mitigation projects required by site plans approved through the Planning Board and Zoning Board of Appeals.
- Provided Town project coordination for the Massachusetts Highway Department's North Main Street Reconstruction design and Route 9/27 Intersection Improvements design.

- Managed the yearly Chapter 90 - Roadway Improvement at Various Locations Contract. Resurfaced approximately 4.7 miles of neighborhood roadways (20 streets).
- Provided technical assistance and in-kind services for Mass DOT Route 27 (North Main Street Reconstruction).
- Managed construction of South Main Street and Washington Ave. reconstruction projects.

EQUIPMENT MAINTENANCE DIVISION

The Equipment Maintenance Division (EMD) of Public Works oversees the maintenance of all owned equipment which includes vehicles, small engine equipment, and emergency generators in the following departments: Police, Fire, Highway, Sanitation, Recycling, Water/Sewer, LFNR, Recreation, Administration, School, Library, Farm, and Town Hall. This division also maintains the Town's Fuel Depot. EMD fills a very important role as a support division to all town departments at any given time, including all emergencies.

In 2020, the focus was on Covid-19 emergency response and its impact on maintaining the highest standard of safety for the employees and the Town's fleet. EMD managed the acquisition of electrostatic sprayers and chemicals for the decontamination of Covid-19 positive sites, fleet and preventive cleaning for Police/Fire/DPW. The Equipment Maintenance Division hosted the class in conjunction with the manufacturer to ensure proper training for the procedures of the use and safety of the decontamination equipment. EMD also managed the installation of ultraviolet lights in the HVAC systems of the ambulances to ensure the safety of the fire fighters/paramedics and patients.

The Equipment Maintenance Division continued to save money this year by focusing on fabricating versus buying new. This increased the life expectancy of the vehicle to the town whereby saving additional capital funds.

The Division has implemented a new asset tracking system to track the Town's growing fleet and assets. This system will aid in the projection of capital replacement. EMD also upgraded the Town's fuel dispensing software.

In 2020, the Equipment Maintenance Division put a great emphasis on preventative maintenance in order to reduce the amount of corrective maintenance, which affects the overall functioning of many other departments. Continued effort was put forth in the standardization of the fleet, which cuts down on part inventory and makes repairs easier.

HIGHWAY AND SANITATION DIVISION

In 2020 the Highway/Sanitation/Recycle Division like everyone else had to deal with the effects of Covid-19 crises. This greatly reduced the division's regular activities throughout the spring. A couple of positive things that helped us out was the relatively mild second half of the winter and the canceling of the Boston Marathon. Due to the fact that we had to move our crews to split weeks from March 23rd to May 2nd which did not allow any work to be done other than Trash and recycling.

The yearly street sweeping had taken longer this year, as a result we finished in June and collected approximately 1200 tons of debris. When we returned to regular staffing we were able to resume some of our normal activities. We repaired approximately 1200 ft. of asphalt curb, we did not do any in house asphalt sidewalk repair, and instead we concentrated on approximately 450 ft. of concrete sidewalk work on Pond Street, West Central Street, Walnut Street and various sections in the downtown area. Chapter 90 roadwork went on as scheduled with the following roads rebuilt. Purington Avenue, Rabbit Run Road, Mark Street, Clearview Drive, Morningside Avenue, Deep woods Drive, Merrifield Lane, Possum Hollow Lane, Liberty Street, Clover Lane, Clover Terrace, Grist Mill Lane, Woodcock Path, Laurie Lane, Juniper Lane, Woodleigh Road, Chalcom Circle and Eliot hill Road. Some of these roads were totally reclaimed, others were overlayed depending on their condition. Sidewalks were rebuilt, drainage structures were adjusted and all ramps were brought up to A.D.A Standards. The South Main Street project was started and will continue into the 2021 construction season. The North Main Street project which is under the jurisdiction of Mass D.O.T. was also started this year and will take a couple construction seasons to complete. Washington Avenue was also rebuilt this year, with new drainage, cement sidewalks, pavement and pedestrian crossing lights. All regular sign shop activities were carried out with 305 miles of double yellow and white edge lines, 310 crosswalks, all stop bars and stop stencils and approximately 270 signs repaired or replaced.

In 2020 we had 25.75 inches of snow in which there was 10 events we plowed three times and picked up snow in the downtown area once. We used approximately 1600 tons of salt and dispensed approximately 11,200 gallons of deicer. As part of our yearly storm water mandates, we cleaned 1250 catch Basins which was completed by an outside contractor. We repaired 38 catch basins and 7 manholes.

The Division continues to support all divisions of public works as well as all departments throughout the town. On the Sanitation/Recycling side of the division. We collected 5900 tons of solid waste and 4500 tons of recycling material curbside and 980 tons of material at the recycle center. We collected approximately 6,200 yards of yard waste and 5,000 yards of brush. Due to the issues from Covid -19 the spring curbside yard waste was canceled. The recycle center hours were extended from spring to fall to help

residents. This has been a challenging year to say the least, I would like to commend all the employees at Public Works for stepping up through this pandemic to keep services going for the residents of Natick.

LAND FACILITIES AND NATURAL RESOURCES DIVISION

During this calendar year the Division of Land Facilities and Natural Resources performed the traditional department activities and completed special projects. With a staff of ten full-time and two part-time led by one supervisor, the Division of Land Facilities and Natural Resources is responsible for the maintenance of many open spaces throughout town, including athletic fields, the town common, facility landscapes, school landscapes and park areas such as Loker Park, John J. Lane Park, and the two town cemeteries, Boden Lane and South Natick. The Division is also responsible for Public Shade Tree plant health care and tree care for other trees on town owned land.

In the spring of 2020 the Town of Natick was awarded the Tree City USA Award from the Arbor Day Foundation for the thirteenth year. This award is presented by the Arbor Day Foundation annually and acknowledges municipalities that make significant efforts to preserve the urban canopy. For the 2020 application, the Town of Natick continues to exceed the minimum requirements for the award supported by initiatives such as Strategic Tree Planting and Tree Inventory efforts.

In 2020 the Town of Natick Public Tree Inventory was expanded further and the inventory continues to be a valuable resource to prioritize tree work and identify trees that have the greatest risk. This year the Division experienced a significant threat to the urban tree canopy with the detection of the insect pest known as the Emerald Ash Borer. The Emerald Ash Borer is an invasive insect that was discovered in Massachusetts many years ago and is known to aggressively attack Ash Trees. Unfortunately the first Emerald Ash Borer detection in Natick was discovered on the town common. This detection resulted in the decline, death and eventual removal of ten Ash trees despite efforts of the Division to deter the pest through plant health care strategies. For the spring season of 2021 the Division plans to replant the area with Black Tupelo, Magnolia and Maackia. For tree care during calendar year 2020 the Division removed one-hundred and thirty-six trees, pruned forty-eight trees, removed forty-four stumps and responded to one hundred and thirteen tree emergencies. The Division also planted thirty-nine trees.

Special projects included infield renovations with new backstop and player benches at the Hunnewell Little League Fields on Pleasant Street. This property also received an irrigation assessment and upgrade. Other projects included infield renovations at the varsity and junior varsity softball fields and replacement of irrigation equipment at Wilson field to improve water use efficiency.

Calendar year 2020 was certainly a challenge for the Division due to the COVID-19 pandemic. The Division altered schedules and implemented social distancing and sanitation protocols to ensure minimal to no disruption in critical services. The Division is grateful for the support of the community and to be able to witness residents enjoy and value the open space and amenities perhaps at the highest level than ever before. For 2021 the Division looks forward to the full scale celebration and grand openings of the four new amenities of the Kennedy Middle School, Cochituate Rail Trail, Navy Yard Park and Connor Heffler Park.

WATER AND SEWER DIVISION

The Water and Sewer Division is responsible for providing safe potable drinking water, water for fire protection, and sanitary sewage collection service for the businesses and residents of the Town. The Division operates and maintains 12 water supply wells at 5 locations, the Springvale Water Treatment Facility, The Elm Bank Water Treatment Facility, the Morse Pond Water Treatment Facility, and the Pine Oaks Water Treatment Facility, 196 miles of water distribution mains, 9 million gallons of storage at two enclosed reservoirs, 1,400 fire hydrants, and 13,800 water meters. The Division is responsible for weekly water quality testing and compliance with state and federal drinking water requirements.

Concerning water, the Division pumped, treated, and distributed 1,161 million gallons of potable water during 2020. During FY2020 the Division replaced 205 water services, repaired 37 water service/main leaks, and repaired/replaced 23 water main gate valves. The Division also replaced or repaired 24 fire hydrants. Division personnel maintain over 13,800 radio read water meters throughout Town and are responsible for reading the water meters and processing the collected data every month. The Division also completed over 2,300 mandatory tests of backflow prevention devices. The recently implemented WaterSmart program has over 3,200 participants and the Division continues to encourage new signups.

To improve the water quality the Division typically flushes the distribution system twice annually (Spring/Fall) to remove sediments. This best management practice, improves the taste, clarity, and color of the water. The flushing program also helps minimize the amount of treatment agents used at the Plant and will help prolong the service life of the distribution mains and valves.

During 2020, the Division completed the following capital improvement projects: Elm Bank chlorine gas scrubber installation, East Central water main abandonment, Rt 9 & Rt 27 intersection water infrastructure improvements, Pauline & Steven Cir water main replacement, Town Forest reservoir water main upgrade, and Broads Hill reservoir mixer installation. Capital improvements currently

under construction or in design include: Foxhill water main replacement, Evergreen Well #3 and Morse Pond Well replacement, Indian Ridge & Lantern Lane water main replacement, Installing new high lift pumps at Springvale Water Treatment facility, and Chemical Feed upgrades at Springvale & Elm Bank Water Treatment Facilities.

Concerning sewer, the Division operates and maintains over 150 miles of sewer collection mains and manages 34 sewer pump stations throughout Town. The Division pumped an average of 3.0 million gallons of sewerage per day in CY2018 through CY2020. Collected sewerage is discharged at several locations within Town into large diameter sewer interceptors operated by the Massachusetts Water Resource Authority. Flows continue to the Authority's Deer Island Wastewater Facility for treatment.

The Division continues the sewer main relining program to improve old and decaying sewer main infrastructure. The pipeline inspection work will provide a list of sewer segments that require lining or repairs or more frequent cleaning to maintain adequate flow velocities. This ongoing maintenance and improvement to the Town's sewer mains removes infiltration of ground water and inflows of surface water to the collection system, which help reduce the MWRA Assessment charged to the Town.

In 2020, the Division completed the following capital improvement project: The intersection of Rt 9 and Rt 27 sewer infrastructure rehabilitation. Capital improvements currently under design/construction include: Health Center sewer pump station generator replacement, and the Foxhill Sewer Betterment Project.

Along with many Divisions, the year 2020 has been a challenging year for the Water/Sewer Division due to the COVID pandemic. The Division was confronted with limited staff (due to COVID cases, quarantining, and family health), new procedures, and difficult work situations. Division employees showed patience, understanding, flexibility, and dedication to keep all water and sewer processes fully operational throughout these challenging times, providing potable water and sanitary sewer to the residents and business of Natick.

GIS DIVISION (WATER AND SEWER)

The Geographic Information System (GIS) Division is responsible for managing Natick's Enterprise GIS. The Division creates, modifies, analyzes, and disseminates spatial data for all town departments, boards, and committees. For example, the annual Assessors' Tax Map, online webGIS, official zoning map, water and sewer networks, voting precincts, and numerous others.

The Division's small unmanned aerial system (sUAS), commonly known as a drone, entered its fifth year of operation. This year we had 229 flights totaling 172 miles and 27.5 incident free hours. The drone program captured and processed 275 acres of high resolution orthophotos for use in updating the GIS. In addition, 53 videos of various projects around town were added to the Natick GIS Facebook page.

"Public Works - The Silent Arm of Public Safety"

Like our Facebook Page @ NatickPublicWorks

Follow us on Twitter @ NatickDPW

CABLE ADVISORY BOARD

The Cable Advisory Board's most important function is as a liaison between the Town of Natick and any existing or future cable licensees. The Board also represents and advises the Select Board in negotiating the franchise licenses with whichever cable providers they wish to allow to operate in the Town. Currently Comcast, RCN Corporation and Verizon hold licenses to operate within the Town. In 2020 the RCN license was set to expire November 14, 2020 and negotiations will continue into 2021. Verizon's contract is set to expire December 17, 2021. We selected and are working with attorney William Solomon who is knowledgeable in cable law to continue the renewal processes. We also discussed Natick Pegasus equipment replacements/upgrades as well as issues around Pegasus funding related to cable subscriptions decline, alternate sources, and delays receiving funds from cable licensees.

The Cable Advisory Board welcomes and listens to comments from the residents and cable subscribers of Natick. People can contact the Board via e-mail: cable@natickma.org. The mailing address is in care of Natick Town Hall, 13 East Central St.

COCHITUATE RAIL TRAIL ADVISORY COMMITTEE

The long-awaited Cochituate Rail Trail finally took form in 2020. Two new bridges were erected, each exceeding 50 tons, spanning Worcester Street (Route 9) and Commonwealth Road (Route 30) at the Framingham boundary. Extending from these bridges are 2½ miles of 12' wide paved pathway, including a spur to Speen Street, the "Wonderbread Spur," with three scenic overlooks along the south and middle ponds of Lake Cochituate, and access paths at Route 9.

The focus of the Advisory Committee's work in 2020 was construction, planning for the CRT opening, and planning for extensions of the CRT in the years to come.

The primary contractor, **MAS Building and Bridge, Inc.**, worked with retired Town Engineer Mark Coviello, representing the Town. In addition to bridge and pathway work, crews undertook drainage improvements, landscaping, fences and retaining walls, and amenities.

Design on two extensions to the CRT was initiated in 2020. The **Natick Center Connection** will bring the path up to Main Street near the new Natick Center MBTA Station. MassDOT gave initial approval for this ramp, which will complement a pathway to the new station's outbound platform that will open when the station is complete, schedule for 2022. The Town received funding for ramp design from MassTrails and MetroWest Health



Route 30 Bridge Erection, November 2020



Trail monument near Cochituate State Park. Granite blocks from the Route 9 bridge abutments were repurposed to create bench seating along the trail.

Foundation grants, and the Select Board approved a design contract with AECOM. This ramp will be eligible for future federal and state construction funding.

Also, MassDOT initiated design of **Lake Cochituate Path**, which will extend from Hartford Street east of Speen Street, along Route 9, across the Lake and connecting to the CRT at Bacon Street. This path will also be eligible for future federal and state construction funding. Engineering firm HNTB is working with MassDOT on this project.

The committee worked with the **Friends of Natick Trails**, who are offering various sponsorship opportunities to individuals and organizations under the terms of a 2019 agreement between the Town and the Friends. Proceeds from these sponsorships are dedicated to a fund that will help support trail maintenance and enhancements.

The committee continues to work with Town staff, abutters, contractors and MassDOT to identify project improvements, a process that will continue into 2021. In addition, an **Operations and Maintenance Plan** is underway to help guide Town decisions on a range of operational and future capital planning matters, including parking. The committee will also work with staff and abutters on public and private trail connections.

2021 promises to be an exciting year for the community, when the CRT officially opens to the public! Learn more at NatickMA.gov/crt.

CULTURAL COUNCIL

The Natick Cultural Council (NCC) is the local extension of the Massachusetts Cultural Council under the Local Cultural Council Program. The NCC is awarded funds annually for granting to projects that demonstrate a direct public benefit to the Natick community in the arts, humanities and sciences disciplines.

During the 2020 grant cycle, the NCC has awarded or has funds encumbered towards grants that total \$6,455 to support the following projects. Due to the COVID-19 pandemic, some of the original grant recipients have been unable to hold their events or performances.

Applicant	Project Title
MUSIC Dance.edu	Hip Hop Dance Chair Exercise for Seniors!
Niki Lefebvre	I Now Pronounce You Lucy Stone
Howie Newman	Musical Baseball Show
Sound & Spirit Inc.	LIFT!
Stacey Peasley	Early Childhood Music Enrichment for Natick Cooper
Golden Tones Inc.	Intergenerational Connections through Music-Making
Diane Edgecomb	"Once Upon a Fairy Tale" for Library Summer Reading
Robert Zammarchi	Elijah T. Grasshopper & Friends
Anne Lafleur	Signs of Kindness
Carol Krentzman	We the People
Discovery Museum	EBT \$1 Anytime Admission Program
Francis Hart	A Cultural and Historical Reflection of the 1960s
Gregory Maichack	Pastel Paint Your Georgia O'Keeffe Miracle Flowers
Maitreyee Chakraborty	Soul Talk - Multi part, 4 sessions
Seema Kenney	Immigration & Naturalization in Genealogical Research
Tricia Silverman	Wellness and Weight Loss Secrets from Around the World

More details about the 2020 grant cycle and grantees can be found at <https://www.mass-culture.org/Natick>.

EQUITY TASK FORCE

The Natick Select Board believes in the inherent dignity of everyone who lives or spends time in Natick. In order to affirm and advance that dignity, the Select Board members voted to form a task force to develop a framework to advance equity in Natick. It is comprised of eleven members: the Town Administrator or designee, the Human Resources Director, the Superintendent of Schools or designee, a School Committee member or designee, two Select board members and five Citizens at Large, all appointed by the Select Board.

The purpose of the task force is to recommend to the Select Board the mission, scope, charge composition, term of service and authority of a town entity in the Natick community and town government, and to recommend a set of responsibilities for any professional staff needed to help the town pursue this aim. The task force will work with a professional consultant the town will, if feasible engage for the purpose.

The task force met in November and December establishing norms and practices to work in a public setting on sensitive issues during a tense national political environment. The task force recognized the need to have some training on the Open Meeting Law and how to gather information in general and from those who want to remain anonymous. For 2021 work, there was discussion about dividing into subcommittees to tackle the major areas of data collection from Natick's government and the community, the school community and other municipalities. Also, there was a recognition that some form of support from a professional consultant needed to be considered. In 2021 the task force looks forward to its outreach work in Natick and with other municipalities.

Sue Salamoff, Chair, Christine Robinson, Vice Chair, Karen Adelman-Foster, Dorothy Blondiet, Guimel DeCarvalho, Nora Elbasha, Jamie Errickson, Eric Nguyen, Dr. Anna Nolin, Dr. Tina Opie, Dr. Marilyn Park

HISTORIC DISTRICT COMMISSION

History: The Historic District Act, Chapter 40C, of the Massachusetts General Laws was established in 1960 and was amended in 1975. Under the authority of this statute, Natick established its own Historic District Commission in 1974 with the concurrent establishment of the original John Eliot Historic District (plan dated 8/22/73) in South Natick. By 1979, Article 26 was passed expanding the John Eliot Historic District to its current plan (dated 8/28/75 and revised 3/1/76) and adding the Henry Wilson Historic District (plan dated 8/10/77 and revised 11/8/77) in Natick Center.

Purpose: The Historic District Commission serves as a regulatory commission providing review and certification for all construction and or remodeling projects involving properties within the Eliot and Wilson historic districts for which the changes are visible from any public way. The purpose of this oversight is to protect the overall historic appearance and nature of the historic districts and to preserve the historic features, scale, materials and settings of buildings of historic significance.

Budget: The Commission has operated on a small budget for many years. The currently approved annual budget is \$500.00. In 2020, expenses included charges for legal notices in the Metrowest Daily News, copies, postage, and office supplies. The Commission is authorized to accept gifts for additional expenses, such as technical assistance and consultants and clerical assistance, but it has not done so to date.

Current Year Information: In 2020, eleven applications for Certification were received and nine new Certificates of Appropriateness were awarded for projects judged to be appropriate to the districts in question and no Certificates of Non-applicability were issued.

The Commission voted to reduce paper by changing the application requirements by reducing the number of copies required for submission. Instead of requiring eight copies we now require only 3 copies plus and electronic version of the filing.

The Commission has adopted a requirement for an applicant to sign an affidavit stating compliance with the Certificate of Appropriateness. The Commission believes that this document has effective as enforcement of the HDC's decision if changes are made without approval during construction by the homeowner or the builder. The document states that the applicant will comply with the conditions placed on the COA and that the work proposed will be substantially the same as the approved application.

The Commission has continued to discuss working toward having an HDC sign-off included on the building permit. We hope to accomplish this within the next year.

The Commission held elections and appointed D. Michael Collins: Chair, Jeannine Keith Furrer; Vice chairman & Clerk and Chris Milford: Secretary

2020 Board Members and Officers:

D. Michael Collins, Chairman

Jeannine Keith Furrer, Vice Chairman & Clerk

Christopher Milford, Secretary

Susana Fernandes

Matthew Labrie

Barbara Shenker

Melisa Sullivan

HISTORICAL COMMISSION

The Historical Commission was mostly consumed with the design review of several alterations to historic properties, several of which were jointly reviewed with the Design Review Board. The recent changes in Article 76 regarding eligible properties to be "50 years or older" requiring review created a busy calendar for the year in most cases for non-historic buildings and homes. There were a few determinations for historic buildings that are not yet inventoried, most notably the William Coolidge Jr. house @ 180 West Central Street, circa 1853. The former shoe shop behind the house was where Henry Wilson had his first debate, and remains intact, although the entire property has been used for offices since 1985. The following is a summary of other Commission activities of 2020:

The "Historic Preservation" bylaw, recently passing Town Meeting, was put to test with a significant project at 50 Pleasant Street. Ultimately, after two submittals, the project was rejected by the Planning Board and the by-law rescinded by Town Meeting. Despite its good intentions, the by-law was difficult to follow and too liberal in allowances. There is no word about revising the by-law, which if returned, need to case study smaller properties in danger of demolition that need incentives to restore.

The Commission hired preservation consultant Kathleen Broomer to inventory the Sawin House and former mill sites for National Register (NR) determination. If acquired by the Town, NR listing will allow application for funding of repairs/restoration through the Massachusetts Historical Commission (MHC).

Additional Inventory updates for the Jeremiah Bacon House, circa 1725 @ 185 Eliot Street and the Community Farm (Rev. Oliver Peabody estate) were also conducted and final revisions to be incorporated after MHC review of the draft forms. If favorable to Owners, these 2 properties could be added to the John Eliot Historic District.

There are several goals for the Commission that need to occur in the coming year:

- expansion of the Natick Center national Register Historic District
- inventory of several additional properties on Walnut Hill
- finding solutions for several historic homes threatened by demolition

HOUSING AUTHORITY

The following officers are currently the commissioners of the Natick Housing Authority (NHA):

David P. Parish, Chairman

Margaret (Meg) E. Kiely, Vice-Chair

William H. Grogan, Treasurer

Gregory K. Bazaz, Assistant Treasurer

Erica E. Ball, Commissioner

Occupancy and Tenant Accounts Receivable

The NHA continues to renovate and reoccupy vacant units, maintaining less than a 4% vacancy rate agency wide. The NHA has been successful in collecting rents; tenant accounts receivable remain less than 5%.

Modernization Projects

The NHA with our Reserves & Formula Funding from DHCD has continue to perform many site and building related improvement. The Capital Improvement Plan (CIP) will include upgrades to many major building components. Initiatives will also include additional landscaping, improved roads and walkways.

This past year we have replaced heating and hot water systems at all of our elderly complexes and most of our family site. We continue to replace roofing at many locations and with the partnership of the ABCD Lean programs for building envelope, energy and weatherization improvements, we hope to do more.

With funding from the Department of Housing & Community Development (DHCD) the NHA continues to upgrade building components to insure safety, security and comfortability for our residents.

Management

The NHA continues to maintain strong financial footing: current with all outstanding accounts, well within the established budget, and with reserves considerably in excess of required minimums.

The NHA will continue to adapt to DHCD regulatory changes in areas such as: board and resident training: more extensive financial and management reviews: and increased efficiency through regional cooperation

The NHA Board and Staff continue their focus upon effective communication with the Cedar Gardens Tenant Organization (CGTO) in order to foster a positive partnership between residents and NHA management.

The NHA continues its initiative to promote effective management and wise stewardship of public funds and to deepen its partnerships with residents and the larger Natick community in order to enhance the quality of life for all families residing at the Natick Housing Authority.

INFORMATION SYSTEM ADVISORY BOARD

The Natick Information Systems Advisory Board (NISAB) met as needed during 2020 including a virtual meeting via Zoom in September.. This board, created by Town Meeting, appointed by the Select Board serves in an advisory capacity to the Select Board and the finance committee on Information Systems related issues.

During 2020 the NISAB continued to monitor the Town's web site, and made changes to assure that it is providing the best service to the community and the residents. This will be a continuing process into the future as technologies evolve. The Board welcomes public input to assure that the site continues to be a valuable tool for the community.

The NISAB has advised and consulted with the Town Administration, Municipal Information Systems, School Administration Information Systems departments during the year.

The meetings were also attended by the Town IS Director Bob LeFrancois, the School Department IS Director Dennis Roche, and Station Manager of Natick Pegasus Randy Brewer.

MATHWORKS SCHOLARSHIP COMMITTEE

The MathWorks Scholarship Committee, in its fifteenth year, was again responsible for the administration of two \$10,000 Scholarships offered by the MathWorks, to two high school seniors who reside in Natick, and who are committed to pursuing a career

in a mathematics or science related field. The members of the committee, Sarah Burr, Gregg Cohen, Brian Fay, and Lenore Freitas, represent a variety of experience in education and commercial careers.

In May of 2020, the Committee met to review student applications, and select qualified candidates. After review of 11 applications from public and private school students, the Committee identified two individuals whom it felt were most deserving of the awards and recommended those nominees to the Board of Selectmen. Adham Abji and Camilla Samuel were both students of Natick High School. They are remarkable both academically and socially, and they will surely represent the Town of Natick in a most positive manner.

The MathWorks scholarship award is paid out in four installments over four years of college, which means that the performance of the previous winners must be continually reviewed to ensure 1.) the intention to study science and/or math remains true, and 2.) the academic performance remains strong. The Committee chair received letters and transcripts from the prior year recipients, determined that the requirements of the Scholarship were being satisfied, and authorized the issuance of disbursements to prior year winners.

NATICK CENTER ASSOCIATES

Highlights

- LOVE 01760 Project
- Natick Nights
- MDI Wayfinding Grant
- Multicultural Day Online
- PorchFest At Home
- Sidewalk Sale Events
- The UnconVENTional Garden and We The People
- Small Business Saturday
- Natick.business

Sponsored Programs

- Year-round Farmers' Markets
- LOVE 01760 Project
- Natick Nights
- ArtWalk
- Multicultural Day Online
- Public Art Projects
- Sidewalk Sales
- Small Business Saturday



Partnered Programs

- Innovation Nights
- Natick Artists Open Studios
- Natick Days
- Concerts on the Common
- 4th of July Celebration
- Spooktacular
- Natick Artist Open Studios
- Holiday Lighting



Natick Center Cultural District Guiding Principles and Goals

Values

We believe that supporting arts and culture is pivotal to creating a sustainable economic engine in Natick Center, and that the success of the Natick Center Cultural District will improve the downtown area for everyone's benefit.

Vision

Natick Center will be a cultural hub of MetroWest, serving as a regional destination for arts, culture, dining, shopping, business, special events and community gatherings for residents and visitors alike.

Mission

To cultivate a _____ by enhancing the cultural, economic and social life of our community.

We are led by an _____ partnership of public, private, non-profit and cultural voices.

STRATEGIC GOALS

Culture

Develop programs & events...foster creative partnerships

Community

A popular destination...connect as a community

Economic Development

Catalyst for attracting new businesses

Governance

Alliance of landlords, merchants, artists & government

2020 PRIORITIES

- Supported Members and Merchants throughout the pandemic.
- Expand wayfinding opportunities with the Creative Placemaking Call to Artists & MDI Wayfinding Grant.
- Updated NCCD Website.
- Actively partner with economic development initiatives & EDC dept. Natick.business opened.
- Secure additional grant funding through MCC & local sponsorships.
- Deepen collaborative relationships



BOARD OF RETIREMENT

ANNUAL TOWN REPORT – YEAR ENDING 2020

Michael J. Melchiorri, Chairman

Arti Mehta, Ex-Officio

Nicholas S. Mabardy

B. Michael Reardon

Eliot Lurier

Kathleen S. Bacon, Director

INCOME

CONTRIBUTIONS	3,740,640.90
TRANSFERS	320,664.68
MAKE-UP & REDEPOSITS	68,879.03

APPROPRIATION

PENSION FUND FY 2020	11,395,609.00
WORKERS COMP	5000.00

OTHER SOURCES

REIMBURSEMENTS	738,436.94
INVESTMENT INCOME	5,665,874.66
PROFIT ON SALES	2,833,365.29

DISBURSEMENTS

ANNUITIES PAID	2,596,534.06
PENSIONS PAID	11,557,024.85
REFUNDS/TRANSFERS	807,530.64
REIMBURSEMENTS	546,336.57

ADMINISTRATIVE EXPENSES

SALARIES	191,300.64
STIPEND FOR EX-OFFICIO	1,500.00
ALL OTHERS	900,440.64
LOSS ON SALES	577,213.73

The Natick Contributory Retirement Board (the "Board") administers the State mandated defined benefit plan for most Town of Natick employees with the exception of teachers and school administrators whose program is administered by

the Massachusetts Teachers' Retirement System. The defined benefit plan, governed by Massachusetts General Laws Chapter 32, provides retirement, disability, survivor and death benefits to members and their beneficiaries.

The Natick System is overseen by a five member Board who is responsible for ensuring that the system is operating in compliance with M.G.L. Chapter 32.

The system is funded through member deductions, investments and an annual appropriation from the Town of Natick and from the Natick Housing Authority. The Board in 2019 adopted an actuarial funding schedule designed to both fully fund the system by 2030 and ensure the financial stability of the Retirement System while balancing the needs of the System with the Town's budget constraints.

As of December 31, 2020 there were 693 active members, 442 retired members or their beneficiaries and 165 inactive members.

The Board establishes investment policies, allocates system assets to various investments and retains managers in each asset class to invest the resources allocated to that specific class of investment. The Retirement System had invested assets with a market value of \$ 192,428,713.04 as of December 31, 2020. For calendar year 2020 the System realized a 14.1 % rate of return. The three year (9.1%), five year (10.3%) and ten year (9.0%) averages for realized returns remained positive to assumptions as needed to be fully funded by 2030.

NEW RETIREES FOR 2020

NAME	DEPARTMENT	DATE OF RETIREMENT
Arena, Stephen	TWN	1/7/2020
Champion, Linda	TWN	6/30/2020
Grassey, Brian	TWN	2/18/2020
Haigis, Michael	TWN	7/8/2020
Halloran, Richard	TWN	3/17/2020
Hartwell, Daniel	TWN	1/21/2020
Hladick, Martin	TWN	4/27/2020
Luttrell, Michael	TWN	11/6/2020
Mercer, Leila	TWN	4/30/2020
Pinault, Linda	TWN	3/9/2020
Richard, Janet	TWN	9/8/2020
Rothman, Eugene	TWN	4/30/2020
Topham, Thomas	TWN	4/30/2020
Whelan, Gerald	TWN	7/3/2020
Cohen, Donna	SCH	10/8/2020
Cooper, Linda	SCH	10/1/2020
Lockhart, Virginia	SCH	6/30/2020
Marso, Karen	SCH	10/1/2020
Mattia, Kathleen	SCH	7/24/2020
Murphy, Eileen	SCH	1/24/20 19
Sutherland, Josephine	SCH	10/1/2020

DECEASED

SURVIVORS ADDED	RETIREE/EMPLOY EE	DATE OF DEATH
Curtis, Karen	Paul Curtis/Police	4/21/2020
McGilvray, Shirley	James McGilvray/ Police	3/1/2020
Powell, Nancy	Richard Powell/School	4/11/2020
Thomas, Marilyn	F. Raymond Thomas/DPW	9/27/2020

NAME	DECEASED RETIREES IN 2020	
	DEPARTMEN T	DATE OF DEATH
Adams, John	TWN	6/17/2020
Arena, John	TWN	3/20/2020
Craig 111, John	TWN	8/9/2020
Curtis, Paul	TWN	4/21/2020
Dwyer, Hollis	TWN	7/3/2020
Glutting, Donald	TWN	9/10/2020
Kane, Joseph	TWN	2/3/2020
McGilvray, James	TWN	3/1/2020
Regan, Ellen	TWN	9/7/2020
Thomas, F. Raymond	TWN	9/27/2020
Webb, David	TWN	10/26/2020
Arena, Frances	SCH	4/12/2020
Grady, Faith	SCH	6/25/2020
Kane, Virginia	SCH	4/1/2020
Lentini, Elizabeth	SCH	10/7/2020
Napoleon, Theresa	SCH	9/27/2020
Powel, Richard	SCH	4/11/2020
Stuart, Helen	SCH	5/8/2020
Thorne, Irene	SCH	10/4/2020
Wurth, Carol	WSU	8/25/2020
Casavant, Robert	NHA	1/4/2020

TOWN MEETING PRACTICES AND RULES COMMITTEE

The Town Meeting Practices and Rules Committee (“TMPRC”) continued to meet in 2020 consistent with its charge provided by vote of Town Meeting at Spring 2019 Annual Town Meeting.

The TMPRC sponsored warrant articles in Fall of 2019 and Fall of 2020 to amend the Town Charter. Both changes were approved by representative Town Meeting by more than 2/3’s vote and both were subsequently approved by the voters of Natick. The first change conformed the Charter provisions regarding participation at Town Meeting to the long standing practice of Town Meeting. The change clarified and confirmed the practice of allowing town residents or non resident owners of property in Natick the right to speak but not to vote or make motions at the representative Town meeting.

The second charter change allows the representative town meeting, by ByLaw, to require the provision of certain information as part of the Fiscal Procedures of the town. The Fiscal Procedures are provided in Article V of the charter.

The TMPRC also sponsored a warrant article format for considering financial matters at future town meetings. This format consolidates all financial matters into one warrant article to facilitate an efficient and integrated consideration of financial matters. The historical approach had involved anywhere from 24 to 56 separately considered warrant articles. The use of separate warrant articles prevented discussion of the overall budget and confined town meeting’s questions and discussion to the limited scope of each separate warrant article on an isolated basis.

Town meeting voted overwhelmingly to refer this suggested approach to the town administrator for evaluation and use at future town meetings. The TMPRC contacted the town administration to follow up approximately one week to ten days prior to the close of the warrant for Spring 2021 Annual Town Meeting. The town

administration and financial leadership of the town informed the TMPRC that they had not evaluated the referred approach.

The TMPRC also sponsored two warrant articles at Fall 2020 Town Meeting to amend the bylaws of the town. Both bylaw changes were favorably voted by the representative town meeting.

The first bylaw change required all matters of business under warrant articles to be considered by the Finance Committee before these matters could be considered at the representative town meeting. This bylaw changes also allows the representative town meeting to vote to waive, on a case by case basis, the requirement of Finance Committee consideration. This bylaw change was coordinated with the provisions of Town Meeting Time regarding 'mandatory conditions precedent' which provide that where such required conditions have not been fulfilled that the matter is not properly before and cannot be considered by the representative town meeting. The waiver provision allows the representative town meeting to vote by 2/3rds majority to take up a matter even if that matter had not been heard by the Finance Committee.

In proposing this bylaw change, the TMPRC noted numerous occasions where the Finance Committee had been bypassed outright or given partial information on matters of business resulting in protracted discussions and inefficient proceedings on town meeting floor.

The other bylaw change requires the Finance Committee to provide a reasonable opportunity for residents and taxpayers to be heard during the Finance Committee's consideration of warrant articles. In proposing this change, the TMPRC noted numerous instances where residents and taxpayers were not allowed to speak at all or were given inadequate time to speak by the Finance Committee. This resulted in extended discussion at town meeting of matters, opinions, perspectives and facts not heard by the Finance Committee.

The TMPRC continues to work on the revised Town Meeting Member Handbook (TMMH).

All meetings of the TMPRC in 2020 were public and duly posted in accordance with the open meeting law. A total of three persons who are not part of either the TMPRC's formal or ex officio membership attended any meetings of the TMPRC. None of the attendees were from the town administration or members of any elected or appointed board or committee of the town. A review of correspondence indicates that no one contacted the TMPRC during 2020 on any matter.

During October 2020, the town administration granted the TMPRC's request from July 2019 for the TMPRC to have its own page on the town's website. The TMPRC has asked the administration to post the minutes and agendas of the TMPRC on this webpage. The TMPRC intends to use this webpage to make a draft of the TMMH available in April 2021. This publication should all residents to access and review a draft TMMH in advance of anticipated submission of a final revised TMMH to Fall 2021 Annual Town Meeting for approval.

TRANSPORTATION ADVISORY COMMITTEE

The Transportation Advisory Committee advises the Select Board on projects and policies to improve transportation in Natick. The Committee added one new member this year but one vacancy remains. At the close of 2020, the Committee members were Abigail Brown, Alex Walker, Cody Jacobs, Steve Brayman, Matt Page, and Joshua Ostroff.

The Committee's work is supported by staff from the Public Works and Community and Economic Development Departments.

The Committee's work in 2020 focused on several areas, including:

1. **Complete Streets projects.** The Committee continued to monitor the progress of the Complete Streets plan, with a focus on the planned update to the Complete Streets Prioritization Plan that will be completed in 2021. That plan focuses on improvements that will improve access for people who walk, ride bicycles and use public transit, and which are eligible for state grants from the MassDOT Complete Streets program. The Committee is planning on assisting with soliciting

feedback from the community about the plan in coordination with the Department of Public Works, the Department of Economic Development, and the consultant DPW will work with to complete the plan.

2. **Major projects and the Town roadway improvements.** The Committee is working with Town staff to help ensure that ongoing and proposed Town- and State-funded transportation projects promote connectivity and safety, consistent with the priorities expressed in the Natick 2030+ Master Plan. This also includes working with DPW on a process to accelerate Town acceptance of unaccepted roads so that they may be maintained and improved, subject to action by other Town Boards, Town Meeting and the legislature.
3. **Lower neighborhood speed limits.** The Committee continued discussions on whether and when to revisit a previous recommendation to the Board that the Town accept State legislation that allows the Board to set a lower (25 mph) speed limit on some Town roads. The Committee is currently gathering information on the implementation of this legislation in other communities and plans to solicit feedback from the public in the early part of 2021.
4. **Bike share.** The Committee continued to investigate Bike Share systems that would provide convenient access to short-term bicycle rides to connect Natick neighborhoods and major employers. Although this project has faced some setbacks because of drastic changes to the bike share industry following the COVID-19 pandemic, the Committee will continue to look for ways to work with other municipalities to make this a possibility in the future.
5. **Public transit.** The Committee is discussing strategies for increasing access to public transit in Natick, such as bussing and other services, including through closer collaboration with the MetroWest Regional Transit Authority.

ANNUAL
ELECTIONS
AND
TOWN MEETINGS

**COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH**

THE COMMONWEALTH OF MASSACHUSETTS
Middlesex, ss

To any Constable of the Town of Natick in said County:

GREETING:

In the name of the Commonwealth of Massachusetts you are hereby required to notify the qualified voters of the said Town of Natick to meet at:

The voters of Precinct 1	in Brown School
The voters of Precinct 2	in Cole Recreational Building
The voters of Precinct 3	in Brown School
The voters of Precinct 4	in Wilson Middle School
The voters of Precinct 5	in Wilson Middle School
The voters of Precinct 6	in Lilja School
The voters of Precinct 7	in Community Senior Center
The voters of Precinct 8	in Morse Institute Library
The voters of Precinct 9	in Community Senior Center
The voters of Precinct 10	in Memorial School

on **TUESDAY, THE THIRD DAY OF MARCH 2020** from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the Presidential Primary for the candidates of political parties for the following offices:

PRESIDENTIAL PREFERENCE FOR THIS COMMONWEALTH
STATE COMMITTEE MAN SECOND MIDDLESEX AND NORFOLK DISTRICT
STATE COMMITTEE WOMAN SECOND MIDDLESEX AND NORFOLK DISTRICT
STATE COMMITTEE MAN NORFOLK, BRISTOL AND MIDDLESEX DISTRICT
STATE COMMITTEE WOMAN NORFOLK, BRISTOL AND MIDDLESEX DISTRICT
TOWN COMMITTEE NATICK

Hereof fall not and make return of this warrant with your doings thereon at the time and place of said voting.

You are directed to serve this warrant by causing an attested copy of said Warrant to be posted in Post Office in said Natick, to wit: Precinct 1: Reliable Cleaners, 214 West Central Street; Precinct 2: Cole Recreation Center, 179 Boden Lane; Precinct 3: Kennedy Middle School, Mill Street; Precinct 4: Lola's, 9 No. Main St.; Precinct 5: Wilson Middle School, Rutledge Road; Precinct 6: East Natick Fire Station, Rhode Island Avenue; Precinct 7: Lilja Elementary School, Bacon Street; Precinct 8: Natick High School, 15 West Street; Precinct 9: Community Senior Center, 117 East Central Street; and Precinct 10: Memorial Elementary School, 107 Eliot Street. Above locations being at least one public place in each Precinct in the Town of Natick, and also posted in the Bacon Free Library; Morse Institute Library and Natick Town Hall seven days at least before March 3, 2020.

Given under our hands this 27th day of January 2020.

s/ Michael J. Hickey, Jr.
Michael J. Hickey Jr., Chair

s/ Susan G. Salamoff
Susan G. Salamoff, Vice-Chair

s/ Jonathan Freedman
Jonathan Freedman, Clerk

s/ Richard P. Jennett, Jr.
Richard P. Jennett Jr.

s/ Karen Adelman-Foster
Karen Adelman-Foster

Board of Selectmen for the Town of Natick

Certified copies of the Warrant are available at the Office of the Town Clerk, Natick Town Hall, 13 East Central St., Natick, MA between the hours of 8:00 AM – 5:00 PM, Monday through Wednesday, 8:00 AM – 7:00 PM on Thursday and 8:00 AM- 12:30 PM on Friday and on the Town of Natick's website www.natickma.gov

TOWN OF NATICK											
PRESIDENTIAL PRIMARY MARCH 3, 2020											
TOTAL BALLOT COUNT											
OFFICIAL RESULTS											
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
Democratic ballots	597	1,128	1,061	1,046	949	999	1,182	1,153	1,099	1,303	10,517
Republican ballots	67	156	153	122	173	173	157	165	122	163	1,451
Green-Rainbow	0	0	0	0	0	0	0	1	2	0	3
Libertarian	0	1	1	3	0	1	4	7	3	2	22
Total	664	1,285	1,215	1,171	1,122	1,173	1,343	1,326	1,226	1,468	11,993
Total Registered Voters	1,597	2,521	2,403	2,231	2,322	2,253	2,367	2,519	2,308	2,740	23,261
% voted	41.6%	51.0%	50.6%	52.5%	48.3%	52.1%	56.7%	52.6%	53.1%	53.6%	51.6%

DEMOCRATIC PARTY

OFFICIAL RESULTS

[illegible]

TOWN OF NATICK
PRESIDENTIAL PRIMARY, MARCH 3, 2020
REPUBLICAN PARTY
OFFICIAL RESULTS

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
Presidential Preference	67	156	153	122	173	173	157	165	122	163	1,451
William F. Weld	5	24	29	12	30	22	22	30	17	25	216
Joe Walsh	1	3	-	4	5	1	3	3	3	3	26
Donald J. Trump	56	123	117	100	135	139	121	123	94	128	1,136
Roque "Rocky" De La Fuente	-	1	-	-	-	-	-	1	-	-	2
No Preference	2	2	4	3	1	11	6	5	6	4	44
write-ins	1	1	1	1	1	-	2	-	-	1	8
blanks	2	2	2	2	1	-	3	3	2	2	19
Total	67	156	153	122	173	173	157	165	122	163	1,451
State Committee Man											
Precincts 1-5 and 8											
Martin A. Lamb	47	101	107	90	121			111			577
Precincts 6, 7, 9 & 10											
Earl H. Sholley						73	60		55	52	
Shawn C. Dooley						64	74		48	89	275
Write-ins	-	-	-	-	2	-	-	-	-	-	2
Blanks	20	55	46	32	50	36	23	54	19	22	357
Total	67	156	153	122	173	173	157	165	122	163	1,211
State Committee Woman											
Precincts 1-5, 8											
Janet Leombruno	31	70	79	57	75			80			392
Leda Arakelian	18	54	49	50	67			54			292
Precincts 6, 7, 9 & 10											
Particia Saint Aubin						85	84		60	67	296
Catherine S. Roman						49	53		38	74	
Write-ins	-	-	-	-	-	-	-	-	1	-	
Blanks	18	32	25	15	31	39	20	31	23	22	
Total	67	156	153	122	173	173	157	165	122	163	1,451

TOWN OF NATICK											
PRESIDENTIAL PRIMARY, MARCH 3, 2020											
GREEN-RAINBOW PARTY											
OFFICIAL RESULTS											
	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>P8</u>	<u>P9</u>	<u>P10</u>	<u>Total</u>
Presidential Preference	0	0	0	0	0	0	0	1	2	0	3
Dario Hunter	-	-	-	-	-	-	-	1	-	-	1
Sedinam Kinamo Christin	-	-	-	-	-	-	-	-	-	-	0
Moyowasifza Curry	-	-	-	-	-	-	-	-	1	-	1
Kent Mesplay	-	-	-	-	-	-	-	-	-	-	0
Howard Hawkins	-	-	-	-	-	-	-	-	-	-	0
No Preference	-	-	-	-	-	-	-	-	1	-	1
Write-in	-	-	-	-	-	-	-	-	-	-	0
Totals	-	-	-	-	-	-	-	1	2	-	3
State Committee Man											
write-in	-	-	-	-	-	-	-	-	1	-	1
blanks	-	-	-	-	-	-	-	1	1	-	2
State Committee Woman											
write-in	-	-	-	-	-	-	-	-	-	-	0
blanks	-	-	-	-	-	-	-	1	2	-	3

TOWN OF NATICK											
PRESIDENTIAL PRIMARY, MARCH 3, 2020											
LIBERTARIAN PARTY											
OFFICIAL RESULTS											
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
Presidential Preference	0	1	1	3	0	1	4	7	3	2	22
Arvin Vohra	-	-	-	-	-	-	-	-	-	1	1
Vermin Love Supreme	-	-	-	-	-	-	-	-	-	-	-
Jacob George Hornberger	-	-	-	-	-	-	-	-	-	-	-
Samuel Joseph Robb	-	-	-	-	-	-	-	-	-	-	-
Dan Taxation is Theft Behrman	-	-	-	1	-	-	-	1	1	-	3
Kimberly Margaret Ruff	-	-	-	-	-	-	1	1	0	-	2
Kenneth Reed Armstrong	-	-	-	-	-	-	-	-	-	-	0
Adam Kokesh	-	-	-	-	-	-	1	-	-	-	1
Jo Jorgensen	-	-	-	-	-	-	-	-	1	-	1
Max Abramson	-	-	-	-	-	-	-	1	-	-	1
No Preference	-	-	-	-	-	1	1	2	-	1	5
Blanks	-	-	1	2	-	-	1	2	-	-	6
Write-ins	-	1	-	-	-	-	-	-	1	-	2
Total	-	1	1	3	0	1	4	7	3	2	22
State Committee Man											
Peter Everett (Pcts 6,7, 9 & 10)						-	3		2	2	7
Blanks	-	1	1	3	-	1	1	7	1	-	
Write-ins	-	-	-	-	-	-	-	-	-	-	
Total	-	1	1	3	-	1	4	7	3	2	22
State Committee Woman											
Christina Crawford (Pcts 6,7, 9 & 10)						1	3		2	2	
Blanks	-	1	1	3	-	-	1	7	1	-	14
Write-ins	-	-	-	-	-	-	-	-	-	-	
Total	-	1	1	3	-	1	4	7	3	2	22

Revised for time and date

WARRANT FOR TOWN OF NATICK ANNUAL TOWN ELECTION MARCH 31, 2020

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

To any Constable of the Town of Natick in said County:

GREETING:

In the name of the Commonwealth of Massachusetts you are hereby required to notify the qualified voters of the said Town of Natick to meet:

The voters of Precinct 1	in Brown Elementary School
The voters of Precinct 2	in the Cole Recreation Building
The voters of Precinct 3	in Brown School
The voters of Precinct 4	in Wilson Middle School
The voters of Precinct 5	in Wilson Middle School
The voters of Precinct 6	in Lilja Elementary School
The voters of Precinct 7	in the Community Senior Center
The voters of Precinct 8	in the Morse Institute Library
The voters of Precinct 9	in the Community Senior Center
The voters of Precinct 10	in the Community Senior Center

on **TUESDAY, THE THIRTIETH DAY OF JUNE 2020** from 10:00 A.M. to 7:00 P.M. for the following purpose:

To cast their votes in the Annual Town Election for the candidates for the following offices:

Board of Selectmen for three years – Vote for not more than two
School Committee for three years – Vote for not more than two
School Committee for one year – Vote for not more than one
Planning Board for five years – Vote for not more than one
Board of Assessors for three years – Vote for not more than one
Board of Health for three Years – Vote for not more than one
Recreation & Parks Commissioner for three years – Vote for not more than two
Natick Housing Authority for five years – Vote for not more than one

In addition – **SIXTY-SEVEN TOWN MEETING MEMBERS**

Precinct 1 – Six for 3 years, two for 2 years, two for 1 year	Precinct 6 – Six for 3 years
Precinct 2 – Six for 3 years, one for 1 year	Precinct 7 – Six for 3 years
Precinct 3 – Six for 3 years	Precinct 8 – Six for 3 years, one for 2 years
Precinct 4 – Six for 3 years	Precinct 9 – Six for 3 years
Precinct 5 – Six for 3 years, one for 2 years	Precinct 10 – Six for 3 years

Question No. 1

Shall the Town approve the Charter Amendment proposed by vote of the Natick 2019 Fall Annual Town Meeting under Article 36, summarized below?

Yes _____ No _____

Article 2, Section 10-c of the Natick Home Rule Charter concerning Participation by Non-Town Meeting Members sets forth when non-town meeting members may participate at Town Meeting. That subsection of the Charter currently states: “Any resident or taxpayer of the town may attend the sessions of the town meeting and, subject to such rules as may from time to time be adopted shall have a right to participate in the proceedings, but shall have no right to vote.”

The proposed amendment would make three changes: (1) delete the phrase “participate in the proceedings” and replaces that with “speak”; (2) add “make motions” before “shall have no right to”; and (3) defines the term “taxpayer” where there was no prior definition. So that the amended Article 2, Section 10-c of the Charter would then read: “Any resident or taxpayer of the town may

attend the sessions of town meeting and, subject to such rules as may from time to time be adopted shall have a right to speak, but shall have no right to make motions or to vote. For the purposes of this sub section the term “taxpayers” shall mean those taxpayers owning real property interests and/or personal property which are subject to valuation and assessment by the Town Assessor and the payment of such assessed taxes to the Town Treasurer Collector.”

Question No. 2

Shall the Town approve the Charter Amendment proposed by vote of the Natick 2019 Fall Annual Town Meeting under Article 40, summarized below?

Yes _____ No _____

The proposed amendment seeks to: (1) replace “the selectmen” in Article 3-1(g) with the words “the Select Board”; (2) replace the word “selectmen” in Article 3-1(g) with the words “Select Board members”; (3) replace the words “Board of Selectmen” or “board of selectmen” anywhere they appear with the words “Select Board”; (4) replace the words “Selectmen” or “selectmen” anywhere they appear with the words “Select Board”; (5) replace the word “chairman” in Article 2-11(d) with the word “chair”; and (6) add a new section 3-2(e) called “Renamed Executive Board” which would then read “The Select Board shall be the entity historically known as the Board of Selectmen. The Select Board shall have and exercise all legal rights, authority, duty and responsibilities vested in a Board of Selectmen by any votes of the Town and the laws of the Commonwealth, including but not limited to the Massachusetts General Laws, Code of Massachusetts Regulations and any bylaws and special acts applicable to the Town of Natick.”

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 18th day of February 2020.

s/ Michael J. Hickey, Jr.
Michael J. Hickey Jr., Chair

s/ Susan G. Salamoff
Susan G. Salamoff, Vice-Chair

s/Jonathan Freedman
Jonathan Freedman, Clerk

s/ Richard P. Jennett, Jr.
Richard P. Jennett Jr.

s/ Karen Adelman-Foster
Karen Adelman-Foster

Board of Selectmen for the Town of Natick

You are directed to serve this Warrant by causing an attested copy of said Warrant to be posted in Post Office in said Natick, to wit: Precinct 1: Reliable Cleaners, 214 West Central Street; Precinct 2: Cole Recreation Center, 179 Boden Lane; Precinct 3: Kennedy Middle School, Mill Street; Precinct 4: Lola’s, 9 No. Main Street; Precinct 5: Wilson Middle School, Rutledge Road; Precinct 6: East Natick Fire Station, Rhode Island Avenue; Precinct 7: Lilja Elementary School, Bacon Street; Precinct 8: Natick High School, 15 West Street; Precinct 9: Community Senior Center, 117 East Central Street; and Precinct 10: Memorial Elementary School, 107 Eliot Street. Above locations being at least one public place in each Precinct in the Town of Natick, and also posted in the Bacon Free Library; Morse Institute Library and Natick Town Hall seven days at least before March 31, 2020.

Certified copies of the Warrant are available at the Office of the Town Clerk, Natick Town Hall, 13 East Central St., Natick, MA between the hours of 8 AM – 5 PM, Monday through Wednesday; 8 AM – 7 PM on Thursday and 8 AM – 12:30 PM on Friday, on the Town of Natick web site www.natickma.gov and may also be viewed at www.masspublicnotices.org.

Natick Annual Town Election Results
March 31, 2020 (held on June 30, 2020)
Official Results

Precinct	1	2	3	4	5	6	7	8	9	10	Total	
Registered voters	1,622	2,561	2,409	2,289	2,353	2,288	2,397	2,560	2,320	2,773	23,572	
Ballots Cast	56	240	222	225	215	250	295	376	264	391	2,534	
% Turnout	3.5%	9.4%	9.2%	9.8%	9.1%	10.9%	12.3%	14.7%	11.4%	14.1%	10.8%	
Board of Selectmen (Three Years)												
Vote for not more than 2	1	2	3	4	5	6	7	8	9	10	Total	%
Karen Adelman-Foster	53	201	175	179	182	200	246	297	202	263	1,998	78.8%
Michael Hickey	48	194	175	181	168	187	247	284	206	255	1,945	76.8%
Write-ins	0	1	0	4	1	2	1	2	3	5	19	
Blanks	11	84	94	86	79	111	96	169	117	259	1,106	
Total	112	480	444	450	430	500	590	752	528	782	5,068	
School Committee (Three Years)												
Vote for not more than 3	1	2	3	4	5	6	7	8	9	10	Total	%
Donna M. McKenzie	52	193	167	172	174	186	240	282	203	257	1,926	76.0%
Hayley I. Sonneborn	50	196	165	165	164	173	237	273	188	252	1,863	73.5%
Write-ins	0	0	0	7	0	5	1	9	10	0	32	
Blanks	10	91	112	106	92	136	112	188	127	273	1,247	
Total	112	480	444	450	430	500	590	752	528	782	5,068	
School Committee (One Year)												
Vote for not more than 1	1	2	3	4	5	6	7	8	9	10	Total	%
Shai Fuxman	54	195	174	182	180	191	248	280	208	282	1,994	78.7%
Write-ins	0	0	0	1	0	3	0	2	2	1	9	
Blanks	2	45	48	42	35	56	47	94	54	108	531	
Total	56	240	222	225	215	250	295	376	264	391	2,534	
Planning Board (Five Years)												
Vote for not more than 1	1	2	3	4	5	6	7	8	9	10	Total	%
Glen B. Glater	52	197	169	172	173	185	243	278	193	249	1,911	75.4%
Write-ins	0	0	0	1	0	1	0	1	1	1	5	
Blanks	4	43	53	52	42	64	52	97	70	141	618	
Total	56	240	222	225	215	250	295	376	264	391	2,534	
Recreation and Parks (Three Years)												
Vote for not more than 2	1	2	3	4	5	6	7	8	9	10	Total	
Michael J. Fair	49	197	185	175	169	178	244	265	206	259	1,927	76.0%
Barbara Fahey Sanchez	51	192	164	174	171	183	236	272	182	264	1,889	74.5%
Write-ins	0	0	0	2	0	1	2	0	1	0		
Blanks	12	91	95	99	90	138	108	215	139	259		
Total	112	480	444	450	430	500	590	752	528	782	5,068	
Board of Assessors (Three Years)												
Vote for not more than 1	1	2	3	4	5	6	7	8	9	10	Total	%
Kathryn A. Peirce	53	197	167	175	173	183	239	270	199	265	1,921	75.8%
Write-ins	0	0	0	0	0	0	0	0	0	0	0	
Blanks	3	43	55	50	42	67	56	106	65	126	613	
Total	56	240	222	225	215	250	295	376	264	391	2,534	
Board of Health (Three Years)												
Vote for not more than 1	1	2	3	4	5	6	7	8	9	10	Total	%
Karla Hope Sangrey	55	195	168	177	174	187	239	272	198	266	1,931	76.2%
Write-ins	0	0	0	0	0	0	0	0	0	0	0	
Blanks	1	45	54	48	41	63	56	104	66	125	603	
Total	56	240	222	225	215	250	295	376	264	391	2,534	
Natick Housing Authority (Five Years)												
Vote for not more than 1	1	2	3	4	5	6	7	8	9	10	Total	%
William Hamlin Grogan	54	194	162	169	172	172	234	264	189	250	1,860	73.4%
Write-ins	0	0	0	0	0	1	0	0	0	0	1	
Blanks	2	46	60	56	43	77	61	112	75	141	673	
Total	56	240	222	225	215	250	295	376	264	391	2,534	
Question 1												
Yes	50	203	192	187	186	213	256	327	223	331	2,168	85.6%
No	6	25	18	28	22	23	22	22	25	30	221	8.7%
Blanks	0	12	12	10	7	14	17	27	16	30	145	
Total	56	240	222	225	215	250	295	376	264	391	2,168	
Question 2												
Yes	52	206	201	199	183	213	259	314	230	30	1,887	
No	4	28	15	19	26	24	24	38	23	50	251	
Blanks	0	6	6	7	6	13	12	24	11	311	396	
Total	56	240	222	225	215	250	295	376	264	391	2,534	

Natick Annual Town Election March 31, 2020 (held on June 30, 2020)												
Official Results												
Precinct	1	2	3	4	5	6	7	8	9	10	Total	
Registered voters	1,622	2,561	2,409	2,289	2,353	2,288	2,397	2,560	2,320	2,773	23,572	
Ballots Cast	56	240	222	225	215	250	295	376	264	391	2,534	
% Turnout	3.5%	9.4%	9.2%	9.8%	9.1%	10.9%	12.3%	14.7%	11.4%	14.1%	10.8%	
Town Meeting, Precinct 1 Six for 3 years, two for 2 years, two for 1 year					Town Meeting, Precinct 2 Six for 3 years, one for 1 year					Town Meeting, Precinct 3 Six for 3 years		
Votes					Votes					Votes		
%					%					%		
Stuart J. Zimmerman	55		98.2%		Leona Bessonova	183		76.3%		Julie M. McDonough	174 78.4%	
Nick Pandolfo	2		3.6%		Saul Berelowitz	179		74.6%		Brendan Burns Blair	145 65.3%	
			0.0%		Bruce A. Coggeshall	176		73.3%		Jeffrey B. Egnaczyk	132 59.5%	
			0.0%		Meryl N. Fink	176		73.3%		Kathryn G. Monahan	129 58.1%	
			0.0%		Jennifer Davis Wirkala	174		72.5%		Carole Ann Berkowitz	127 57.2%	
					David Thomas	5		2.1%		Leonard P. Kuhn	116 52.3%	
										Cody Jacobs	109 49.1%	
Town Meeting, Precinct 4 Six for 3 years					Town Meeting, Precinct 5 Six for 3 years, one for 2 years					Town Meeting, Precinct 6 Six for 3 years		
Votes					Votes					Votes		
%					%					%		
Barbara Fahey Sanchez	153		68.0%		Jay H. Ball	163		75.8%		Charlene B. Foss	143 57.2%	
Ian S. Mevorach	152		67.6%		Kenneth E. Yang	155		72.1%		Peggy R. Broekel	131 52.4%	
Frank H. Sanchez Jr.	135		60.0%		Andrew W. Luke	148		68.8%		Judith M. Coleman	128 51.2%	
Lauren Mackler	133		59.1%		Christine Weithman	44		20.5%		Simone Poliandro	124 49.6%	
Nicolas Peter Hoey	126		56.0%		Erica Boudreau	39		18.1%		Catherine M. Coughlin	106 42.4%	
Grace Keeney	116		51.6%		Brian McPherson	34		15.8%		Paul E. Connolly	100 40.0%	
Stephen R. Vance	86		38.2%		Jennifer Woodroffe	25		11.6%		Nancy A. Northgraves	98 39.2%	
Christopher Resmini	84		37.3%							David L. Kahn	97 38.8%	
										John S. Smutko	83 33.2%	
Town Meeting, Precinct 7 Six for 3 years					Town Meeting, Precinct 8 Six for 3 years, one for 2 years					Town Meeting, Precinct 9 Six for 3 years		
Votes					Votes					Votes		
%					%					%		
Craig A. Bystrynski	221		74.9%		Maritza Crossen	226		60.1%		Michelle L. Ferretti	180 68.2%	
Evelyn H. Jackson	218		73.9%		Gregory Vitarelli	225		59.8%		Heather M. Pilat	177 67.0%	
Philip J. Mauch	214		72.5%		Kimberlee B. Schmid	193		51.3%		Theresa M. Miller	173 65.5%	
Peter Stephen Magazzu	209		70.8%		Tien Lum	191		50.8%		A. John Crisafulli	164 62.1%	
Kristine Black	40		13.6%		Carey S. Buttfeld	183		48.7%		Sandra LaFleur	158 59.8%	
Lisa Tabenkin	24		8.1%		Adam I. Boardman	167		44.4%		Catherine Brunell	125 47.3%	
Elizabeth Yobaccio	22		7.5%		Deanna Jean Massey	164		43.6%		Claire Frantz	27 10.2%	
Paul Halpainy	9		3.1%		William P. Alfano	153		40.7%				
					Emily Grant	147		39.1%				
Town Meeting, Precinct 10 Six for 3 years												
Votes												
%												
Robert J. Awkward	211		54.0%									
Marie J. Forbes	202		51.7%									
Elizabeth S. Montemayor	194		49.6%									
David A. Krentzman	193		49.4%									
Jerry L. Pierce	180		46.0%									
Saul S. Beaumont	173		44.2%									
Seth Levine	168		43.0%									
John J. Cotter	165		42.2%									
Roger G. Scott	100		25.6%									
James A. Yannes	95		24.3%									
Eric Jacobson	88		22.5%									

**COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH**

THE COMMONWEALTH OF MASSACHUSETTS
Middlesex, ss

To any Constable of the Town of Natick in said County:

GREETING:

In the name of the Commonwealth of Massachusetts you are hereby required to notify the qualified voters of the said Town of Natick to meet at:

The voters of Precinct 1	in Natick High School
The voters of Precinct 2	in Natick High School
The voters of Precinct 3	in Natick High School
The voters of Precinct 4	in Wilson Middle School
The voters of Precinct 5	in Wilson Middle School
The voters of Precinct 6	in Lilja School
The voters of Precinct 7	in Community Senior Center
The voters of Precinct 8	in Morse Institute Library
The voters of Precinct 9	in Community Senior Center
The voters of Precinct 10	in Community Senior Center

on **TUESDAY, THE FIRST DAY OF SEPTEMBER 2020** from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Primaries for the candidates of political parties for the following offices:

**SENATOR IN CONGRESS FOR THE COMMONWEALTH
REPRESENTATIVE IN CONGRESS FOR THE FIFTH DISTRICT
COUNCILLOR FOR THE SECOND DISTRICT
SENATOR IN GENERAL COURT... FOR THE NORFOLK, BRISTOL & MIDDLESEX DISTRICT
SENATOR IN GENERAL COURT... FOR THE SECOND MIDDLESEX & NORFOLK DISTRICT
REPRESENTATIVE IN GENERAL COURT..... FOR THE FIFTH MIDDLESEX DISTRICT
REGISTER OF PROBATE FOR MIDDLESEX COUNTY**

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

You are directed to serve this warrant by causing an attested copy of said Warrant to be posted in the two Post Offices in said Natick, to wit: Precinct 1: Reliable Cleaners, 214 West Central Street; Precinct 2: Cole Recreation Center, 179 Boden Lane; Precinct 3: Kennedy Middle School, Mill Street; Precinct 4: Lola's, 9 No. Main St.; Precinct 5: Wilson Middle School, Rutledge Road; Precinct 6: East Natick Fire Station, Rhode Island Avenue; Precinct 7: Lilja Elementary School, Bacon Street; Precinct 8: Natick High School, 15 West Street; Precinct 9: Community Senior Center, 117 East Central Street; and Precinct 10: Memorial Elementary School, 107 Eliot Street. Above locations being at least one public place in each Precinct in the Town of Natick, and also posted in the Bacon Free Library; Morse Institute Library and Natick Town Hall seven days at least before September 4, 2018.

Given under our hands this 5th day of August 2020.

s/ Jonathan Freedman
Jonathan Freedman
Chairman

s/ Karen Adelman-Foster
Karen Adelman-Foster
Vice Chair

s/ Richard P. Jennett, Jr.
Richard P. Jennett Jr.
Clerk

s/ Michael J. Hickey, Jr.
Michael J. Hickey Jr.

s/ Susan G. Salamoff
Susan G. Salamoff

Board of Selectmen for the Town of Natick

Certified copies of the Warrant are available at the Office of the Town Clerk, Natick Town Hall, 13 East Central St., Natick, MA between the hours of 8:00 AM – 5:00 PM, Monday through Wednesday, 8:00 AM – 7:00 PM on Thursday and 8:00 AM- 12:30 PM on Friday and on the Town of Natick's website www.natickma.gov

TOWN OF NATICK											
STATE PRIMARY ELECTION, SEPTEMBER 1, 2020											
TOTAL BALLOT COUNT											
OFFICIAL RESULTS											
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
Democratic ballots	578	1,064	1,021	967	973	964	1,139	1,099	1,024	1,251	10,080
Republican ballots	56	127	133	117	140	135	126	148	113	162	1,257
Libertarian ballots	0	3	1	5	1	1	1	1	2	2	17
Green-Rainbow ballots	1	0	3	0	0	0	2	0	0	0	6
Total	635	1,194	1,158	1,089	1,114	1,100	1,268	1,248	1,139	1,415	11,360
Total Registered Voters	1,675	2,630	2,434	2,322	2,381	2,320	2,441	2,609	2,362	2,838	24,012
% voted	37.9%	45.4%	47.6%	46.9%	46.8%	47.4%	51.9%	47.8%	48.2%	49.9%	47.3%

TOWN OF NATICK												
STATE PRIMARY ELECTION, SEPTEMBER 1, 2020												
Democratic Primary Official Results												
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total	
Party Turnout	578	1,064	1,021	967	973	964	1,139	1,099	1,024	1,251	10,080	%
Senator in Congress												
Edward J. Markey	332	661	636	617	587	581	757	706	628	826	6,331	62.8%
Joseph P. Kennedy III	246	400	383	349	385	380	381	389	393	424	3,730	37.0%
write-ins	0	0	0	0	1	0	0	1	1	0	3	
blanks	0	3	2	1	0	3	1	3	2	1	16	
Total	578	1,064	1,021	967	973	964	1,139	1,099	1,024	1,251	10,080	
Representative in Congress												
Katherine M. Clark	513	921	849	829	803	809	998	966	870	1,033	8,591	85.2%
write-ins	3	1	3	1	4	2	2	3	3	6	28	
blanks	62	142	169	137	166	153	139	130	151	212	1,461	
Total	578	1,064	1,021	967	973	964	1,139	1,099	1,024	1,251	10,080	
Councillor												
Robert L. Jubinville	481	846	767	751	738	743	901	862	782	911	7,782	77.2%
write-ins	0	1	2	2	1	0	1	1	2	4	14	
blanks	97	217	252	214	234	221	237	236	240	336	2,284	
Total	578	1,064	1,021	967	973	964	1,139	1,099	1,024	1,251	10,080	
Senator in General Court												
Karen E. Spilka (pcts 1-5, 8)	455	823	829	823	818			966			4,714	
Rebecca L. Rausch (pcts 6-7, 9-10)						762	930		830	968	3,490	
write-ins	1	2	6	0	4	1	1	1	2	2	20	
blanks	122	239	186	144	151	201	208	132	192	281	1,856	
Total	578	1,064	1,021	967	973	964	1,139	1,099	1,024	1,251	10,080	
Representative in General Court												
David Paul Linsky	421	796	726	740	717	699	900	793	775	955	7,522	
Jaymin A. Patel	122	205	237	181	191	188	176	238	189	205	1,932	
Write-ins	0	0	0	2	0	0	0	0	1	0	3	
Blanks	35	63	58	44	65	77	63	68	59	91	623	
Total	578	1,064	1,021	967	973	964	1,139	1,099	1,024	1,251	10,080	
Register of Probate												
Tara E. DeCristofaro	483	854	773	751	732	753	899	876	796	918	7,835	77.7%
Write-ins	1	2	3	3	3	2	0	2	3	3	22	
Blanks	94	208	245	213	238	209	240	221	225	330	2,223	
Total	578	1,064	1,021	967	973	964	1,139	1,099	1,024	1,251	10,080	

TOWN OF NATICK												
STATE PRIMARY ELECTION, SEPTEMBER 1, 2020												
Republican Primary Official Results												
Party Turnout	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total	%
Senator in Congress	56	127	133	117	140	135	126	148	113	162	1,257	
Shiva Ayyadurai	19	46	36	36	55	59	41	54	38	33	417	33.2%
Kevin J. O'Connor	36	80	95	79	85	74	81	92	73	125	820	65.2%
write-ins	1	0	0	0	0	0	0	1	0	0	2	0.2%
blanks	0	1	2	2	0	2	4	1	2	4	18	
Total	56	127	133	117	140	135	126	148	113	162	1,257	
Representative in Congress												
Caroline Colarusso	52	108	110	98	113	111	101	128	96	141	1,058	
write-ins	0	0	1	0	1	0	0	2	0	1	5	0.4%
blanks	4	19	22	19	26	24	25	18	17	20	194	15.4%
Total	56	127	133	117	140	135	126	148	113	162	1,257	
Councillor												
write-ins	1	0	3	0	1	2	1	4	2	4	18	
blanks	55	127	130	117	139	133	125	144	111	158	1,239	
Total	56	127	133	117	140	135	126	148	113	162	1,257	100.0%
Senator in General Court												
Matthew T. Kelly						111	104		97	144	456	
write-ins	0	1	4	0	0	0	1	2	0	0	8	
blanks	56	126	129	117	140	24	21	146	16	18	793	
Total	56	127	133	117	140	135	126	148	113	162	1,257	
Representative in General Court												
Write-ins	1	0	5	0	1	4	1	3	3	4	22	
Blanks	55	127	128	117	139	131	125	145	110	158	1,235	
Total	56	127	133	117	140	135	126	148	113	162	1,257	100.0%
Register of Probate												
Write-ins	0	2	10	0	2	4	1	4	3	5	31	2.5%
Blanks	56	125	123	117	138	131	125	144	110	157	1,226	
Total	56	127	133	117	140	135	126	148	113	162	1,257	

TOWN OF NATICK											
STATE PRIMARY ELECTION, SEPTEMBER 1, 2020											
Libertarian Primary Official Results											
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
Party Turnout	0	3	1	5	1	1	1	1	2	2	17
Senator in Congress											
Write-ins	0	0	0	0	0	0	0	0	0	2	2
Blanks	0	3	1	5	1	1	1	1	2	0	15
Total	0	3	1	5	1	1	1	1	2	2	17
Representative in Congress											
Write-ins	0	0	0	1	0	0	0	0	0	2	3
Blanks	0	3	1	4	1	1	1	1	2	0	14
Total	0	3	1	5	1	1	1	1	2	2	17
Councillor											
Write-ins	0	0	0	1	0	0	1	0	0	2	4
Blanks	0	3	1	4	1	1	0	1	2	0	13
Total	0	3	1	5	1	1	1	1	2	2	17
Senator in General Court											
Write-ins	0	1	0	1	0	0	0	0	1	2	5
Blanks	0	2	1	4	1	1	1	1	1	0	12
Total	0	3	1	5	1	1	1	1	2	2	17
Representative in General Court											
Write-ins	0	0	0	1	0	0	0	0	0	2	3
Blanks	0	3	1	4	1	1	1	1	2	0	14
Total	0	3	1	5	1	1	1	1	2	2	17
Register of Probate											
Write-ins	0	0	0	0	0	0	0	0	0	2	2
Blanks	0	3	1	5	1	1	1	1	2	0	15
Total	0	3	1	5	1	1	1	1	2	2	17

TOWN OF NATICK											
STATE PRIMARY ELECTION, SEPTEMBER 1, 2020											
Green-Rainbow Primary Official Results											
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
Party Turnout	1	0	3	0	0	0	2	0	0	0	6
Senator in Congress											
Write-ins	1	0	0	0	0	0	1	0	0	0	2
Blanks	0	0	3	0	0	0	1	0	0	0	4
Total	1	0	3	0	0	0	2	0	0	0	6
Representative in Congress											
Write-ins	1	0	0	0	0	0	0	0	0	0	1
Blanks	0	0	3	0	0	0	2	0	0	0	5
Total	1	0	3	0	0	0	2	0	0	0	6
Councillor											
Write-ins	1	0	0	0	0	0	0	0	0	0	1
Blanks	0	0	3	0	0	0	2	0	0	0	5
Total	1	0	0	0	0	0	2	0	0	0	3
Senator in General Court											
Write-ins	1	0	0	0	0	0	0	0	0	0	1
Blanks	0	0	3	0	0	0	2	0	0	0	5
Total	1	0	3	0	0	0	2	0	0	0	6
Representative in General Court											
Write-ins	1	0	0	0	0	0	0	0	0	0	1
Blanks	0	0	3	0	0	0	2	0	0	0	5
Total	1	0	3	0	0	0	2	0	0	0	6
Register of Probate											
Write-ins	1	0	0	0	0	0	0	0	0	0	1
Blanks	0	0	3	0	0	0	2	0	0	0	5
Total	1	0	3	0	0	0	2	0	0	0	6

**COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH**

THE COMMONWEALTH OF MASSACHUSETTS
Middlesex, ss

To any Constable of the Town of Natick in said County:

GREETING:

In the name of the Commonwealth of Massachusetts you are hereby required to notify the qualified voters of the said Town of Natick to meet at:

The voters of Precinct 1	in Natick High School
The voters of Precinct 2	in Natick High School
The voters of Precinct 3	in Natick High School
The voters of Precinct 4	in Wilson Middle School
The voters of Precinct 5	in Wilson Middle School
The voters of Precinct 6	in Lilja School
The voters of Precinct 7	in Community Senior Center
The voters of Precinct 8	in Morse Institute Library
The voters of Precinct 9	in Community Senior Center
The voters of Precinct 10	in Community Senior Center

on **TUESDAY, THE THIRD DAY OF NOVEMBER 2020** from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Primaries for the candidates of political parties for the following offices:

**ELECTORS FOR PRESIDENT AND VICE PRESIDENT FOR THESE UNITED STATES
SENATOR IN CONGRESS FOR THE COMMONWEALTH
REPRESENTATIVE IN CONGRESS FOR THE FIFTH DISTRICT
COUNCILLOR FOR THE SECOND DISTRICT
SENATOR IN GENERAL COURT . . . FOR THE NORFOLK, BRISTOL & MIDDLESEX DISTRICT
SENATOR IN GENERAL COURT . . . FOR THE SECOND MIDDLESEX & NORFOLK DISTRICT
REPRESENTATIVE IN GENERAL COURT FOR THE FIFTH MIDDLESEX DISTRICT
REGISTER OF PROBATE FOR MIDDLESEX COUNTY**

QUESTION 1: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 5, 2020?

SUMMARY

This proposed law would require that motor vehicle owners and independent repair facilities be provided with expanded access to mechanical data related to vehicle maintenance and repair.

Starting with model year 2022, the proposed law would require manufacturers of motor vehicles sold in Massachusetts to equip any such vehicles that use telematics systems — systems that collect and wirelessly transmit mechanical data to a remote server — with a standardized open access data platform. Owners of motor vehicles with telematics systems would get access to mechanical data through a mobile device application. With vehicle owner authorization, independent repair facilities (those not affiliated with a manufacturer) and independent dealerships would be able to retrieve mechanical data from, and send commands to, the vehicle for repair, maintenance, and diagnostic testing. Under the proposed law, manufacturers would not be allowed to require authorization before owners or repair facilities could access mechanical data stored in a motor vehicle's on-board diagnostic system, except through an authorization process standardized across all makes and models and administered by an entity unaffiliated with the manufacturer.

The proposed law would require the Attorney General to prepare a notice for prospective motor vehicle owners and lessees explaining telematics systems and the proposed law's requirements concerning access to the vehicle's mechanical data. Under the proposed law, dealers would have to provide prospective owners with, and prospective owners would have to acknowledge receipt of, the notice before buying or leasing a vehicle. Failure to comply with these notice requirements would subject motor vehicle dealers to sanctions by the applicable licensing authority.

Motor vehicle owners and independent repair facilities could enforce this law through state consumer protection laws and recover civil penalties of the greater of treble damages or \$10,000 per violation.

A YES VOTE would provide motor vehicle owners and independent repair facilities with expanded access to wirelessly transmitted mechanical data related to their vehicles' maintenance and repair.

A NO VOTE would make no change in the law governing access to vehicles' wirelessly transmitted mechanical data.

QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 5, 2020?

SUMMARY

This proposed law would implement a voting system known as "ranked-choice voting," in which voters rank one or more candidates by order of preference. Ranked-choice voting would be used in primary and general elections for all Massachusetts statewide offices, state legislative offices, federal congressional offices, and certain other offices beginning in 2022. Ranked-choice voting would not be used in elections for president, county commissioner, or regional district school committee member.

Under the proposed law, votes would be counted in a series of rounds. In the first round, if one candidate received more than 50 percent of the first-place votes, that candidate would be declared the winner and no other rounds would be necessary. If no candidate received more than 50 percent of the first-place votes, then the candidate or candidates who received the fewest first-place votes would be eliminated and, in the next round, each vote for an eliminated candidate would instead be counted toward the next highest-ranked candidate on that voter's ballot. Depending on the number of candidates, additional rounds of counting could occur, with the last-place candidate or candidates in each round being eliminated and the votes for an eliminated candidate going to the voter's next choice out of the remaining candidates. A tie for last place in any round would be broken by comparing the tied candidates' support in earlier rounds. Ultimately, the candidate who was, out of the remaining candidates, the preference of a majority of voters would be declared the winner.

Ranked-choice voting would be used only in races where a single candidate is to be declared the winner and not in races where more than one person is to be elected.

Under the proposed law, if no candidate received more than 50 percent of first-place votes in the first round, the rounds of ballot-counting necessary for ranked-choice voting would be conducted at a central tabulation facility. At the facility, voters' rankings would be entered into a computer, which would then be used to calculate the results of each round of the counting process. The proposed law provides that candidates in a statewide or district election would have at least three days to request a recount.

The Secretary of State would be required to issue regulations to implement the proposed law and conduct a voter education campaign about the ranked-choice voting process. The proposed law would take effect on January 1, 2022.

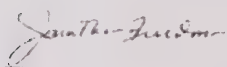
A YES VOTE would create a system of ranked-choice voting in which voters would have the option to rank candidates in order of preference and votes would be counted in rounds, eliminating candidates with the lowest votes until one candidate has received a majority.

A NO VOTE would make no change in the laws governing voting and how votes are counted.

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

You are directed to serve this warrant by causing an attested copy of said Warrant to be posted in the two Post Offices in said Natick, to wit: Precinct 1: Reliable Cleaners, 214 West Central Street; Precinct 2: Cole Recreation Center, 179 Boden Lane; Precinct 3: Kennedy Middle School, Mill Street; Precinct 4: Lola's, 9 No. Main St.; Precinct 5: Wilson Middle School, Rutledge Road; Precinct 6: East Natick Fire Station, Rhode Island Avenue; Precinct 7: Lilja Elementary School, Bacon Street; Precinct 8: Natick High School, 15 West Street; Precinct 9: Community Senior Center, 117 East Central Street; and Precinct 10: Memorial Elementary School, 107 Eliot Street. Above locations being at least one public place in each Precinct in the Town of Natick, and also posted in the Bacon Free Library; Morse Institute Library and Natick Town Hall seven days at least before November 3, 2020.

Given under our hands this 30th day of September 2020.



Jonathan Freedman
Chairman



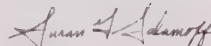
Karen Adelman-Foster
Vice Chair



Richard P. Jennett Jr.
Clerk



Michael J. Hickey Jr.



Susan G. Salamoff

Board of Selectmen for the Town of Natick

Certified copies of the Warrant are available at the Office of the Town Clerk, Natick Town Hall, 13 East Central St., Natick, MA between the hours of 8:00 AM – 5:00 PM, Monday through Wednesday, 8:00 AM – 7:00 PM on Thursday and 8:00 AM- 12:30 PM on Friday and on the Town of Natick's website www.natickma.gov

TOWN OF NATICK											
STATE ELECTION NOVEMBER 3, 2020											
OFFICIAL RESULTS											
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
# OF REGISTERED VOTERS	1,730	2,752	2,516	2,423	2,466	2,388	2,508	2,689	2,413	2,913	24,798
TOTAL TURNOUT	1,438	2,362	2,234	2,132	2,192	2,166	2,271	2,344	2,154	2,649	21,942
TURNOUT	83.1%	85.8%	88.8%	88.0%	88.9%	90.7%	90.6%	87.2%	89.3%	90.9%	88.5%
President/Vice President											
Biden/Harris	1,106	1,744	1,615	1,580	1,569	1,566	1,763	1,744	1,661	1,982	16,330
Hawkins/Walker	7	18	8	5	11	7	5	7	7	12	87
Jorgensen/Cohen	13	28	28	40	25	22	15	28	24	31	254
Trump/Pence	299	534	552	476	564	542	444	535	434	591	4,971
Write-ins	2	12	20	8	9	10	27	9	18	19	134
Blanks	11	26	11	23	14	19	17	21	10	14	166
TOTAL	1,438	2,362	2,234	2,132	2,192	2,166	2,271	2,344	2,154	2,649	21,942
Senator in Congress											
Edward J. Markey	1,075	1,677	1,556	1,537	1,506	1,520	1,721	1,702	1,586	1,855	15,735
Kevin J. O'Connor	320	615	616	560	626	595	518	603	516	747	5,716
Shiva Ayyadurai	6	11	19	7	18	11	8	1	3	5	89
Joe Kennedy	1	1	3	1	3	0	0	0	2	0	11
Write-ins	0	1	0	0	1	0	1	0	0	0	3
Blanks	36	57	40	27	38	40	23	38	47	42	388
TOTAL	1,438	2,362	2,234	2,132	2,192	2,166	2,271	2,344	2,154	2,649	21,942
Representative in Congress											
Katherine M. Clark	1,085	1,655	1,545	1,541	1,481	1,501	1,689	1,701	1,572	1,867	15,637
Caroline Colarusso	299	610	587	532	605	593	515	561	490	703	5,495
Write-ins	2	1	2	0	2	0	2	0	0	1	10
Blanks	52	96	100	59	104	72	65	82	92	78	800
TOTAL	1,438	2,362	2,234	2,132	2,192	2,166	2,271	2,344	2,154	2,649	21,942
Councillor											
Robert L. Jubinville	1,109	1,716	1,594	1,604	1,547	1,594	1,723	1,731	1,589	1,861	16,068
Write-ins	5	8	5	1	9	14	12	4	7	36	101
Blanks	324	638	635	527	636	558	536	609	558	752	5,773
TOTAL	1,438	2,362	2,234	2,132	2,192	2,166	2,271	2,344	2,154	2,649	21,942
Senator in General Court											
Karen E. Spilka	1,141	1,790	1,687	1,675	1,620			1,808			9,721 76.5%
Rebecca L. Rausch						1,438	1,606		1,525	1,757	6,326 68.5%
Matthew T. Kelly						608	557		497	728	2,390 25.9%
Write-ins	5	5	6	0	17	0	4	4	0	0	
Blanks	292	567	541	457	555	120	104	532	132	164	
TOTAL	1,438	2,362	2,234	2,132	2,192	2,166	2,271	2,344	2,154	2,649	21,942
Representative in General Court											
David Paul Linsky	1,136	1,813	1,695	1,680	1,649	1,664	1,812	1,838	1,706	2,012	17,005 77.5%
Write-ins	5	8	23	1	15	17	12	3	7	23	114
Blanks	297	541	516	451	528	485	447	503	441	614	4,823
TOTAL	1,438	2,362	2,234	2,132	2,192	2,166	2,271	2,344	2,154	2,649	21,942
Register of Probate											
Tara E. DeCristofaro	1,006	1,545	1,455	1,466	1,410	1,459	1,584	1,562	1,471	1,739	14,697 67.0%
Write-ins	3	9	8	0	6	8	9	2	4	22	71
Blanks	429	808	771	666	776	699	678	780	679	888	7,174
TOTAL	1,438	2,362	2,234	2,132	2,192	2,166	2,271	2,344	2,154	2,649	21,942
Question # 1											
Yes	1,009	1,717	1,626	1,585	1,569	1,596	1,706	1,770	1,587	1,970	16,135 73.5%
No	349	531	516	470	542	489	487	478	472	582	4,916 22.4%
Blanks	80	114	92	77	81	81	78	96	95	97	891 4.1%
TOTAL	1,438	2,362	2,234	2,132	2,192	2,166	2,271	2,344	2,154	2,649	21,942
Question #2											
Yes	718	1,110	976	1,111	1,014	1,007	1,173	1,208	1,133	1,295	10,745 49.0%
No	631	1,115	1,142	933	1,071	1,065	1,021	1,037	916	1,235	10,166 46.3%
Blanks	89	137	116	88	107	94	77	99	105	119	1,031 4.7%
TOTAL	1,438	2,362	2,234	2,132	2,192	2,166	2,271	2,344	2,154	2,649	21,942

Town Meeting Attendance

Due to the COVID-19 Pandemic, all Town Meeting sessions during 2020 were held virtually. As such physical attendance records were not taken as Town Meeting members participated via Zoom and using a secure electronic voting system. The voting records for Town Meeting are available on the Town's website or by contacting the Office of the Town Clerk. The electronic voting records serve as an indication of attendance at each virtual session of Town Meeting

**WARRANT
SPRING ANNUAL TOWN MEETING
APRIL 14, 2020**

THE COMMONWEALTH OF THE MASSACHUSETTS

Middlesex, ss

To Any Constable of the Town of Natick in said County:
Greeting:

In the name of the Commonwealth of Massachusetts you are required to notify the qualified Town Meeting Members of the said Town of Natick to meet in the Wilson Middle School, Natick on **Tuesday Evening April 14, 2020 at 7:30 PM**, then and there to act on the following Articles:

Article 1	Authorize Board of Selectmen to Acquire, Obtain, Abandon or Relocate Easements
Article 2	Committee Article
Article 3	Elected Officials Salary
Article 4	Personnel Board Classification and Pay Plan
Article 5	Collective Bargaining
Article 6	Fiscal 2020 Omnibus Budget
Article 7	Fiscal 2021 Omnibus Budget
Article 8	Fiscal 2020 Morse Institute Library Budget
Article 9	Fiscal 2021 Morse Institute Library Budget
Article 10	Fiscal 2020 Bacon Free Library Budget
Article 11	Fiscal 2021 Bacon Free Library Budget
Article 12	School Bus Transportation Subsidy
Article 13	Revolving Funds
Article 14	Capital Equipment
Article 15	Capital Improvement
Article 16	Increase Personal Exemption Amounts
Article 17	PEG Access and Cable Related Fund Appropriation or Transfer of Funds
Article 18	Home Rule Petition: Authorization to Issue (3) Wine and Malt Beverages License Not to Be Drunk on the Premises for Downtown Mixed Use District, Natick, Massachusetts
Article 19	Home Rule Petition: Authorization to Issue (1) On Premises Alcoholic Beverages License for 45 East Central Street, Natick, Massachusetts
Article 20	Home Rule Petition: Amendment of Special legislation authorizing the appointment of Special Police Officers to increase the maximum age to 70
Article 21	Amend Article 10 of the Natick Town Bylaws
Article 22	South Main Street Right of Way Acquisitions
Article 23	Street Acceptance – Michael Terrace
Article 24	Amendment to Zoning Map – Downtown Mixed Use (DM) District
Article 25	Amend Zoning By-laws: Downtown Mixed Use Parking Zoning Amendment
Article 26	Amend Zoning By-laws: Downtown Mixed Use (DM) District Zoning Amendment
Article 27	Amend Zoning By-law to Create East Central Street Overlay District
Article 28	Amend Zoning Bylaws: Downtown Mixed Use Zoning Amendment
Article 29	Amend Zoning By-laws: Single Family Residential Cluster Regulations
Article 30	Amend Zoning By-laws: Non-conforming Uses, Large Residential Additions Zoning Amendment
Article 31	Town Meeting Practices and Rules Committee: Committee Report
Article 32	Amend Article 5 Fiscal Procedures of the Town of Natick Home Rule Charter
Article 33	Amend Article 23 of the Town of Natick ByLaws
Article 34	Omnibus Financial Article
Article 35	Authorize Special Legislation-Real Estate Transfer Fee for Affordable Housing
Article 36	Amend Zoning Bylaws: Home Occupation/Customary Home Occupation Dog Kennels
Article 37	Amend Home Occupation Dog Kennel Zoning
Article 38	Repeal Historical Preservation Smaller Estates Amendment

Article 39	Modify Historical Preservation Bylaw Amendment
Article 40	Reform of Electoral Process
Article 41	Plastic Straw Restriction
Article 42	Local Option Exemption to Appoint a Police Officer

Given under our hands this 18th day of February, 2020.

Board of Selectmen for the Town of Natick

s/Michael J. Hickey, Jr.
Michael J. Hickey, Jr.
Chair

s/ Susan G. Salamoff
Susan G. Salamoff
Vice Chair

s/ Jonathan Freedman
Jonathan Freedman
Clerk

s/ Karen Adelman-Foster
Karen Adelman-Foster
Member

s/ Richard P. Jennett, Jr
Richard P. Jennett, Jr.
Member

**2020 Spring Annual Town Meeting
Wilson Middle School
July 7, 2020
First Session**

The First Session of the 2020 Spring Annual Town Meeting convened at 7:30 PM and at 7:45 PM, Frank Foss, Town Moderator declared that there was no quorum present. Moved by Mr. Munnich, seconded by Ms. Gloff to adjourn until Saturday, July 11, 2020 at 10:00 AM. The Saturday, July 11, session of 2020 Spring Annual Town Meeting will be held remotely in a virtual setting. The Moderator accepted the motion and by unanimous vote of the members present the meeting adjourned until Saturday, July 11, 2020 at 10:00 AM.

A record of the First Session of
2020 Spring Annual Town Meeting
July 7, 2020

Diane Packer, Town Clerk

**2020 Spring Annual Town Meeting
Virtual Town Meeting
July 11, 2020
Second Session**

The Second Session of the 2020 Spring Annual Town Meeting was held in a virtual/remote meeting. At 10:10 AM on Saturday, July 11, 2020, Frank Foss, Town Moderator requested that all Town Meeting Members raise their hands using the "Raise Hand" feature in zoom in order to confirm that there is a quorum present. The Moderator declared that there was a quorum present and welcomed residents and taxpayers, town officials, town meeting members and all interested parties calling to order the second session of 2020 Spring Annual Town Meeting at 10:15 AM.

As the first order of business, required under State law, the meeting took a vote to permitting town meeting to be held as a virtual meeting.

Moved by Mr. Sidney, seconded by Mr. Sullivan that, in accordance with Chapter 92 of the Acts of 2020, Sections 8 and 17 (legislation related to municipal governance during the COVID-19 emergency), Town Meeting approve the use of video and telephone conferencing provided by www.zoom.com, www.vvot.com, and local user email software to conduct the 2020 Spring Annual Town Meeting.

The motion to permit a virtual Town Meeting passed by majority vote (130-1-1).

The Moderator requested that a vote be taken which would allow Town Meeting members to mark themselves as present for attendance. At this time, 10:40 AM there were 139 Town Meeting members present.

The Moderator presented three documents to the Town Clerk to be entered into the permanent record:

1. The Official Warrant signed by the Select Board with the officers returned thereon which has been duly posted and noticed.
2. The request, dated June 15 200 made by the Moderator to the Select Board regarding the use of video or telephonic conferencing and
3. The Select Board's Notice to the Town of Natick that the Board voted to permit the use of video or telephonic conferencing during 2020 Spring Annual Town Meeting.

The Moderator requested that all newly elected and appointed Town Meeting members raise their right hand to take the oath of office. All new Town Meeting members were sworn in. The Moderator requested that all participants rise for the pledge of allegiance and a moment of silence, particularly in remembrance of those serving on our behalf at home and abroad, in thanks for those who protected us through the COVID-19 pandemic, and in hopes that we unite to solve racial injustice.

The Moderator introduced the officials present who are working to help with Town Meeting. Ms. Packer, the Town Clerk; Ms. North, Town Counsel; Ms. Amara, Town Counsel; Ms. Wollschlager, Finance Committee Interim Chair; Mr. Evans, Finance Committee Secretary; and Mr. Freedman, Select Board Chair; and Ms. Malone, Town Administrator.

The Moderator requested that Craig Bystrinski, Carol Gloff, Patricia Sciarra and Richard Sidney stand to be sworn in as Deputy/Assistant Moderators to help with the virtual Town Meeting.

Town Meeting members will be permitted to enter the Virtual Zoom Town Meeting (VZTM), providing that they change their Zoom.com icon name so that it reads as follows: their Precinct number, last name, and then first name.

Residents, taxpayers and interest parties will be permitted to enter the VZTM by calling the designated telephone number (312) 626-6799.

Any resident, tax payer or other interested party who would like to view but not participate in the VZTM may watch the session(s) on the Natick Pegasus Government Access Channel- Comcast 9, RCN 15, and Verizon 28. In addition the meeting may viewed by accessing the Natick Pegasus Government Access Channel live streaming video at <https://www.natickpegasus.org/government-channel.html> and then click on the text "[Live Stream](#)."

The Moderator read the following rules:

All residents and taxpayers of the town, and all town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however, they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval of Town Meeting Members.

The proceedings of Natick Town Meeting shall be governed by *Town Meeting Time*, the Natick Bylaws, the Town of Natick Home Rule Charter and the General Laws of the Commonwealth of Massachusetts.

Motions shall be made and have precedence as listed in the table entitled "Precedence of Motions," found in the Natick Bylaws, the Town Meeting Member Handbook and Town Meeting Time.

All motions offered for the consideration of Town Meeting shall be in writing and sent to the following email address moderator@natickma.org. All motions involving the expenditure of money shall be in writing and shall clearly and concisely include amounts for expenditures and funding sources, which may be examined and verified by the Moderator and town counsel. All written motions submitted by email must include the maker's precinct number, last name, first name and Article number -including motion letter if applicable - and shall be presented in a compatible to MS Word text or file attached to said email. Should a motion not be presented to the Moderator in the prescribed format such motion will likely be "rejected as to form."

Town Meeting Members desiring to make a Point of Order, Question of Privilege or Question the Quorum motion shall do so by calling the following telephone number: (508) 231-6288 to expedite getting the attention of the moderator.

The motion for the previous question shall not be considered by the Moderator if three or more persons are seeking recognition, who have not previously spoken to the motion.

Consistent with the Natick Bylaws, once a member is recognized, it has been the practice of Town Meeting Members to first ask a question(s), then propose a motion and/or debate the highest-ranking motion.

No person shall speak upon an article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than five (5) minutes at one time without permission of Town Meeting.

Once a speaker is called upon by the moderator, the speaker's time will begin. Time expended asking questions will be considered part of the speaker's time, pursuant to the VZTM rules and Natick By-laws. Responses to the speaker's question will not be considered part of the speaker's allotted time. Each speaker will be limited to three questions, whether they are stated singularly or in a compound question, and will be responded to solely at the direction of the Moderator.

Only Town Meeting Members may use the Zoom meeting participation pop up function to raise their virtual hand to get the attention of the moderator for purposes of making a motion, asking questions and debating the current motion. Department heads required to attend the VZTM may use the Zoom meeting participation pop up function to raise their virtual hand for the purpose of imparting information, providing professional opinion, and answering questions relating to the current motion.

Registered voters residing in the town wishing to participate in a remote town meeting should have submitted a request to participate to the Town Clerk not less than 48 hours in advance of town meeting. Upon receipt of the request and verification of the voter registration status, the clerk shall provide the requester instructions for participating in the remote town meeting.

Any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of her or his interest or employment before speaking thereon.

Without objection, the preceding re-statements and rules were accepted as rules of the 2020 Spring Annual Town Meeting, VZTM.

Moved by Mr. Sidney, seconded by Mr. Coburn to waive reading the text of all 2020 Spring Annual Town Meeting warrant articles; and move to wave reading the text of motions, excluding amounts to be appropriated and sources of said amounts to be appropriated, when motions are provided in the text of the Recommendations of the Natick Finance Committee publications. ***The motion passed by majority vote (126-0-1).***

Moved by Mr. Sidney, seconded by Mr. Coburn that CONSENT AGENDA motions shall be in order during the Second Session of this Spring Annual Town Meeting; provided, however that the Moderator must ensure that said motions are published in the Finance Committee Recommendation Book which is required to be provided at least seven (7) days prior to the opening of the Second Session of this Spring Annual Town Meeting. The Moderator shall propose to Town Meeting Members a "Consent Agenda" in the form of a motion listing all articles and respective motions which (based on the advice of the Finance Committee, Town Clerk and Town Counsel) the Moderator deems to be either not time sensitive, prepared for action and time sensitive for immediate action. At said Second Session of the meeting, seven (7) Town Meeting Members may be recognized by the Moderator so that any article shall be removed from a Consent Agenda motion, then debated and voted upon in accordance with the provisions of Town Meeting rules and practices. All articles remaining in the Consent Agenda shall then be voted upon by a single 2/3 vote without sponsor presentation or debate.

The motion to allow for a Consent Agenda passed by a two-thirds vote (128-1-2). Mr. Connolly, made a point of order as he had wanted to make an amendment to the rule. The Moderator announced that the previous motion was voted in error and that Mr. Connolly would make the amendment, and the motion will be revoted. Moved, by Mr. Connolly, seconded by Mr. Forshner to amend the proposed rule motion as shown on p.33 in the Finance Committee Recommendation Book by replacing the sentence:

"At said Second Session of the meeting, seven (7) Town Meeting Members may be recognized by the Moderator so that any article shall be removed from a Consent Agenda motion, then debated and voted upon in accordance with the provisions of Town Meeting rules and practices" with the following seven sentences:

“At said Second Session of the meeting, the Moderator shall call out each item in a Consent Agenda motion by reading the number and title of each article. Town Meeting Members may call out "hold" to indicate that the item requires more deliberation by Town Meeting before any vote is taken. For each item, the Moderator shall announce “no holds” or the number of holds. If there are holds numbering less than seven, the Moderator shall call upon the speakers who replied and ask them, as they desire, to alert Town Meeting to the problems they detected. The Moderator shall redo the call out for the item. Whenever there are seven or more holds, all references to the item in the Consent Agenda motion shall be removed by the Moderator before that motion is voted by Town Meeting. All articles and parts of motions removed shall be handled in accordance with the usual Town Meeting rules and practices.”

Mr. Sidney moved, seconded by Ms. Gloff to waive the reading of the amendment. *The motion to waive the reading passed by majority vote.* Mr. Connolly spoke to the amendment and discussion ensued. Moved by Mr. Zimmerman, seconded by Ms. Ball to move the question and close debate on the amendment. *The motion to close debate passed by a two-thirds vote (117-12-1). The amendment failed (10-117-3). The main motion passed by majority vote (130-3-2).*

The Moderator explained that he will place all citizen petitions for which referral is being requested, on the 2020 Fall Annual Town Meeting warrant. Citizen petitioners have gotten signatures for the articles and it is only as a result of the COVID-19 pandemic that the articles were not heard during as part of this town meeting. The Moderator explained that there are three separate consent agendas each with articles that have similar action requests or pertain to similar issues. Town Meeting members will have an opportunity to put a hold on any of the articles in a Consent Agenda as they are read into the record.

Consent Agenda Number 3

Moved by Mr. Sidney, seconded by Ms. Gloff that the Town take Articles 19, 25, 26, 27, 28, 29, 30, 31, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42 and 43 out of order and that they be “Passed by Consent” in accordance with the Motions published in the Consent Agenda distributed in the Finance Committee Book of Recommendations.

ARTICLE 19: Home Rule Petition: Authorization to Issue 3 Wine and Malt Beverages License Not to Be Drunk on the Premises for Downtown Mixed Use District, Natick, Massachusetts (Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court of the Commonwealth to enact special legislation, notwithstanding the provisions of Sections 12 and 17 of Chapter 138 of the Massachusetts General Laws, or any other general or special law to the contrary, authorizing the Town to issue (3) licenses for the sale of wine and malt beverages not to be drunk on the premises, pursuant to Section 15 of Chapter 138, said licenses to be restricted to issuance only to establishments within the zoning district known as the Downtown Mixed Use District, Natick, Massachusetts, provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of the petition; or to otherwise act thereon.

There were insufficient holds and Article 19 remains in Consent Agenda Motion #3.

MOTION: Move to refer the subject matter of Article 19 to the sponsor.

ARTICLE 25: Amendment to Zoning Map - Downtown Mixed Use (DM) District (Board of Selectmen)

To see if the Town will vote to change the following parcel from the Residential General (RG) Zoning District to the Downtown Mixed Use (DM) Zoning District:

Assessors Map 44 Lot 180, known as 45 East Central Street, as shown on the plan on file with the Community Development Office and the Town Clerk's Office; or to act otherwise thereon.

There were insufficient holds and Article 25 remains in Consent Agenda Motion #3.

MOTION: Move referral of the subject matter of Article 25 to sponsor.

ARTICLE 26: Amend Zoning By-laws: Downtown Mixed Use Parking Zoning Amendment (Board of Selectmen and Planning Board)

To see if the Town will vote to amend Natick Zoning By-Laws with regard to off-street parking requirements in Natick Center by:

- A. Replace, eliminate or modify the following sections (including, without limitations, subsections and/or footnotes) that relate to off-street parking standards for DM districts:

- ‡ Section V-D.3 - Parking Facilities Required by Parking Demand
- ‡ Section V-D.5 – Exceptions in Downtown Mixed Use District
- ‡ Sections V-D.6 - Location of Required Parking Spaces to V-D.19 - Administration & Parking

or otherwise act thereon.

There were insufficient holds and Article 26 remains in Consent Agenda Motion #3.

MOTION: Move referral of the subject matter of Article 26 to sponsors.

ARTICLE 27: Amend Zoning By-Laws: Downtown Mixed Use (DM) District Zoning Amendment (Planning Board)

To see if the Town will vote to amend the Town of Natick Zoning By-Laws by:

- A. Amending Section III-E Downtown Mixed Use District (DM), including but not limited to:
- 2. Use Regulations for DM Districts; or otherwise act thereon.

There were insufficient holds and Article 27 remains in Consent Agenda Motion #3.

MOTION: Move referral of the subject matter of Article 27 to sponsor.

ARTICLE 28: Amend Zoning By-Law to Create East Central Street Overlay District (Julian Munnich et al)

“To see what action(s) the town will take to amend the Zoning By Law to create an East Central Street Overlay District (ECSOD) and to designate all, some or portions of 45 East Central Street (also identified as real estate tax parcel Lot 180 on Map 44 of the Town Assessor), 4 and/or 6 Lincoln Street (also identified as real estate tax parcels or Lots 181 and 182 on Map 44 of the Town Assessor) and/or 5 Wilson Street (also identified as real estate tax parcel or Lot 195 on Map 44 of the Town Assessor) as an ECSOD District including but not limited to:

- 1) Specifying the purpose and objective of such ECSOD
- 2) Creating new or modifying existing definitions for this purpose whether within an ECSOD section of or elsewhere in the zoning bylaw;
- 3) Specifying allowed uses in such ECSOD and the extent of such uses;
- 4) Setting any and all dimensional and intensity regulations for this ECSOD including without limitation:
 - a) building height including "sky plane" or stepped back height restrictions, b) any and all setbacks, c) lot frontage, d) lot depth, e) number of residential units, f) type and size of units, g) affordability requirements, h) minimum or maximum or other parking requirements, i) open space, j) lot coverage, k) building coverage(s), l) Floor Area Ratio (FAR), m) Landscape Surface Ratio (LSR), n) lot area, o) amount of commercial use(s), etc. ;
- 5) Specifying whether such ECSOD or any or all uses within such ECSOD requires a Special Permit, what the Special Permit and/or Site Plan Review process might consist of or require, and who the Special Permit Granting Authority would be;
- 6) Specifying whether or not and to what extent and on which dimensional or intensity or regulations and under what conditions the Special Permit Granting Authority might waive or modify such regulations;
- 7) Establishing requirements for:
 - a) screening and/or buffering of structures, site improvements, parking and or the site from adjacent and surrounding residences and land uses, b) orientation, location and/or screening of loading docks, dumpsters, service and main entrances, d) which underlying zones may be used in the ECSOD including extent to which requirements of underlying zones will apply unless specifically modified in the

ECSOD, e) design and/or design review standards, f) ability or prohibition to place mechanical, ventilation, or other structures on rooftops, g) any or all activities to be conducted in such a manner that noise, smoke, dust, odor, vibration, waste disposal or other objectionable features are confined to the premises, buildings or structures, h) any and all matters currently included and/or addressed in "Section V - Special Requirements" section of the existing Town of Natick Zoning By Law (whether such matters are i) specifically and/or differently addressed in the ECSOD, ii) modified for the ECSOD within said Section V, or iii) applied to the ECSOD as set forth in said Section V), i) height, elevation and/or orientation of windows and other building features in relation to neighboring properties and/or j) other matters including neighborhood and abutter protections;

- 8) Specifying requirements for the applicability of the Aquifer Protection District to the ECSOD; and/or
- 9) Taking any other action to amend the zoning bylaw consistent with the creation of this ECSOD; or otherwise act thereon."

There were insufficient holds and Article 28 remains in Consent Agenda Motion #3.

MOTION: Move referral of the subject matter of Article 28 to sponsor and Moderator.

**ARTICLE 29: Amend Zoning By-Laws: Downtown Mixed Use Zoning Amendment
(Julian Munnich et al)**

"To see if the Town will vote to amend Natick Zoning By-Laws with regard to the Downtown Mixed Use zone by:

- A. Replace, eliminate or modify the Downtown Mixed Use ("DMU") specific language in Section V-D Off-Street Parking and Loading Requirements section 3 "Parking Facilities Required by Category of Parking Demand" sub section b "For Multiple Family Dwellings" in order to make the basic parking requirements for Multiple Family Dwellings in DMU in said sub section b to be the same as other districts in the Town;
- B. Modify Section V-D "Off-Street Parking and Loading Requirements" section 5 "Exceptions in the Downtown Mixed Use District" to allow the exception in the first paragraph of said section 5 regarding a 10% reduction to apply to residential uses;
- C. Specify the order of computation for determining required parking spaces when applying the various parking requirements sections pertaining to the DMU and any/all parking exceptions or waivers for the DMU;
- D. Limit the extent of or prohibit the use for multi family dwellings of the parking provision contained the second paragraph of Section V-D 5 "Exceptions in the Downtown Mixed Use District";
- E. Change the second paragraph of said Section V-D 5 "Exceptions in the Downtown Mixed Use District" to require that any such exception be by Special Permit and/or to change the criteria listed in that second paragraph in order to obtain or grant such exception(s);
- F. Establish minimum parking requirements for multi family uses in the DMU notwithstanding any other provision of the Zoning ByLaw;
- G. Provide DMU specific requirements, modifications or exceptions in Sections V-D 15, 16 and 17 and make any such associated requirements, modifications or exceptions subject to the Special Permit approval of the SPGA;
- H. To specify that any mixed use project in the DMU which has a use requiring a special permit shall require a special permit for the entire mixed use project notwithstanding the inclusion in such mixed use project of uses permitted as of right;
- I. To allow restaurants, with or without the service of alcoholic beverages, operating as a business in the DMU, to allow such restaurants to have outside seating and to determine whether any such restaurant uses, including any entertainment, shall be by special permit;
- J. To establish a density or intensity limit(s) for the number of multi-family dwelling units in a project in the DMU;

- K. To change the definition of Dwelling Unit in Section 200 of the Zoning ByLaw i) to be consistent with the International Building Code and/or state building code, ii) to include requirement for sanitation, toileting and/or bathing, and/or iii) to require equipment for cooking and eliminating the reference to other provisions for the same; and/or otherwise act thereon.”

There were insufficient holds and Article 29 remains in Consent Agenda Motion #3.

MOTION: Move referral of the subject matter of Article 29 to sponsor and Moderator.

ARTICLE 30: Amend Zoning By-Laws: Single Family Residential Cluster Regulations (Planning Board)

To see if the Town will vote to amend the Zoning By-laws to consolidate, modernize and simplify Residential Cluster development provisions by REPLACING in their entirety Sections III-1.F – III-5.F with a new Section III-F.1 that:

1. Addresses the following topics:
 - i. Purpose and Intent;
 - ii. Applicability;
 - iii. Permitted and Allowed Uses;
 - iv. Procedures;
 - v. Criteria;
 - vi. Development Area;
 - vii. Number of Dwelling Units;
 - viii. Cottage Dwellings;
 - ix. Intensity Regulations;
 - x. Exceptions to the otherwise applicable intensity regulations;
 - xi. Cottage Development Alteration Restrictions;
 - xii. Age Qualified Housing Units;
 - xiii. Affordability;
 - xiv. Building Design Criteria;
 - xv. Preserved Open Space;
 - xvi. Parking;
2. Amends, modifies, or adds to Article I, Section 200 – Definitions, including without limitation defining any aspect of the provision(s) for ‘Cottage Development’, ‘Preserved Open Space’, ‘Development Area’ and ‘Net Usable Land Area’ to the Town of Natick Zoning Bylaw;
3. Amends modifies or adds to Article III.A.2, or otherwise act thereon;

There were insufficient holds and Article 30 remains in Consent Agenda Motion #3.

MOTION: Move referral of the subject matter of Article 30 to sponsor.

ARTICLE 31: Amend Zoning By-Laws: Non-Conforming Uses, Large Residential Additions Zoning Amendment (Planning Board)

To see if the Town will vote to amend the Zoning By-laws to address large additions, including but not limited to Section 200, Definitions, Section V-A, Nonconforming Uses, and Section VI-E, Board of Appeals, or otherwise act thereon.

There were insufficient holds and Article 31 remains in Consent Agenda Motion #3.

MOTION: Move referral of the subject matter of Article 31 to sponsor.

ARTICLE 33: Amend Article 5 Fiscal Procedures of the Town of Natick Home Rule Charter (Town Meeting Practices and Rules Committee)

To see what action(s) the Town will take to Amend Article 5 Fiscal Procedures of the Town of Natick Home Rule Charter to:

- 1) Authorize the representative Town Meeting by ByLaw to require certain information to be included or provided in connection with the budget message and any annual preliminary or submitted operating and/or capital expenditures budget for an ensuing fiscal year; and/or
- 2) Require certain procedures to be followed and information to be provided in connection with an updated budget message and updated annual operating and/or capital expenditures budget for a current fiscal year at Spring or Fall Annual Town Meeting and/or special town meetings and/or
- 3) Authorize the representative Town Meeting by ByLaw to require certain procedures to be followed and information to be provided in connection with an updated budget message and updated annual operating and/or capital expenditures budget for a current fiscal year at Spring or Fall Annual Town Meeting and/or special town meetings; and/or
- 4) Specify additional information to be included in the budget message and any annual preliminary or submitted operating and/or capital expenditures budget for an ensuing fiscal year; and/or Or otherwise act thereon.

There were insufficient holds and Article 33 remains in Consent Agenda Motion #3.

MOTION: Move referral of the subject matter of Article 33 to sponsor.

ARTICLE 34: Amend Article 23 of the Town of Natick ByLaws (Town Meeting Practices and Rules Committee)

To see what action(s) the Town will take to

- 1) Amend Article 23 of the Town of Natick ByLaws to provide that the consideration of matters of business included within the articles of any warrant for a Town Meeting shall be conducted as a public hearing at which residents and taxpayers, as defined in Article 2 section 10 of the Charter, and town employees shall have the right and opportunity to be heard on such matters of business;
- 2) Specify notice or publication requirements for such public hearing whether simply consistent with the open meeting law or otherwise;
- 3) Amend Article 3 of the Town of Natick Bylaws to allow the representative town meeting to waive the requirement for a public hearing on specified or particular matters of business and to set the quantum of vote for such waivers;
- 4) Amend Article 3 of the Town of Natick ByLaws to establish rules for any or all multiple member bodies in their consideration of articles before any Town Meeting and to allow the representative town meeting to waive, in connection with a particular matter of business, any failure to observe such rules and set quantum of vote for such waiver; and otherwise act thereon.

There were insufficient holds and Article 34 remains in Consent Agenda Motion #3.

MOTION: Move referral of the subject matter of Article 34 to sponsor.

ARTICLE 35: Omnibus Financial Article Town Agencies, Personnel Pay Plan and Elected Officials (Town Meeting Practices and Rules Committee)

To determine what sum of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest during Fiscal Year 2021 (July 1, 2020 to June 30, 2021), and to provide for a reserve fund for Fiscal Year 2021; or to otherwise act thereon.

To see if the Town, pursuant to the authority contained in Section 108A of Chapter 41 of the General Laws, will

vote to amend the by-laws by adding to Article 24, Section 3, a new paragraph deleting certain position titles, adding new position titles and effecting changes in the salary ranges as presently established; or otherwise act thereon.

To see if the Town will vote to fix the salary and compensation of all elected officers of the Town of Natick for Fiscal Year 2021 (July 1, 2020 through June 30, 2021) as provided by Section 108 of Chapter 41 of the General Laws, as amended; or otherwise act thereon.

Libraries:

To see what sum of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Morse Institute Library, for Fiscal Year 2021 (July 1, 2020 through June 30, 2021); or otherwise act thereon.

To see what sum of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Bacon Free Library, for Fiscal Year 2021 (July 1, 2020 through June 30, 2021); or otherwise act thereon.

School Bus Transportation and Revolving Funds

To see if the Town will vote to appropriate and raise, or transfer from available funds, a sum of money for the purpose of operation and administration of the school bus transportation system, and to reduce or offset fees charged for students who elect to use the school bus transportation system for transportation to and from school, for Fiscal Year 2021 (July 1, 2020 through June 30, 2021); or otherwise act thereon.

To see if the Town will vote on the limit on the total amount that may be expended from each revolving fund established pursuant to Chapter 44 section 53E ½ of the General Laws and Town by-law; or otherwise act thereon.

Capital

To see if the Town will vote to appropriate and raise, borrow or otherwise provide, a sum of money as may be required for capital equipment for the various departments of the Town of Natick; to determine To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for the purpose of supplementing the Stabilization Fund established under Article 22 of the warrant for Annual Town Meeting of 1961, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

To see if the Town will vote to appropriate and raise, borrow or otherwise provide, a sum of money to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick, to add new physical infrastructure, or to improve community assets; and, further, to determine whether this appropriation shall be raised by borrowing or otherwise; or to otherwise act thereon.

Stabilization Funds, OPEB and PEG

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for the purpose of supplementing the Stabilization Fund established under Article 22 of the warrant for Annual Town Meeting of 1961, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the Capital Stabilization Fund established under Article 2 of the warrant for Fall Annual Town Meeting of 2010, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the Operational Stabilization Fund established by vote of the 2011 Spring Annual Town Meeting under Article 4, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of

supplementing the Inflow & Infiltration Stabilization Fund established under Article 30 of the warrant for the Spring Annual Town Meeting of 2014, as authorized by Chapter 40, Section 5B of the General Laws, as amended, or otherwise act thereon.

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the FAR Bonus Stabilization Fund established under Article 24 of the warrant for the Fall Annual Town Meeting of 2015, as authorized by Chapter 40, Section 5B of the General Laws, as amended, or otherwise act thereon.

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for, the Other Post-Employment Benefits Liability Trust Fund established pursuant to the provisions of Chapter 32B, Section 20 of the General Laws as amended by section 15 of Chapter 218 of the Acts of 2016; or otherwise act thereon.

To see what sum of money the Town will vote to appropriate from the PEG Access and Cable Related Fund, established by vote of 2019 Special Town Meeting #1 under Article 1, as authorized by Chapter 44, Section 53F ¾ of the General Laws, as amended, to fund PEG access programming, as well as certain other municipal cable related expenses; or otherwise act thereon.

Unpaid Bills

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide for the payment of unpaid bills of previous years, incurred by the departments, boards and officers of the Town of Natick; or otherwise act thereon.

whether this appropriation shall be raised by borrowing or otherwise; or otherwise act thereon.

There were insufficient holds and Article 35 remains in Consent Agenda Motion #3.

MOTION: Move referral of the subject matter of Article 35 to sponsor.

ARTICLE 36: Authorize Special Legislation – Real Estate Transfer Fee for Affordable Housing (Natick Affordable Housing Trust)

Move that the Town vote to authorize the Board of Selectmen to petition the General Court for special legislation substantially in the following form, provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of this petition, to impose a real estate transfer fee to be used by the Town for the purposes of acquiring, creating, preserving, rehabilitating, restoring and supporting affordable housing in the Town:

“An act establishing a real estate transfer fee upon the transfer of residential real property in the Town of Natick”

SECTION 1.

- (i) There is hereby imposed a real estate transfer fee, hereafter “the fee,” upon the transfer of any real property interest in any residential real property consisting of one to three units situated in the Town of Natick.
- (ii) The fee shall be equal to 0.5% of the portion of the purchase price exceeding a “fee threshold”. Said fee threshold is defined as 125% of the average assessed value of all residential real property consisting of one to three units in the Town of Natick, with said fee threshold rounded to the nearest \$10,000.
- (iii) The Town shall recalculate the fee threshold annually and shall, no later than November first of each year, establish the new threshold value effective in the coming calendar year.
- (iv) The Town shall make known the existence and details of the fee by means of a card included with each Municipal Lien Certificate issued by the Town, and annually by advertisement in four successive issues of *Banker and Tradesman* and *Mass Lawyers Weekly*. The information supplied on the card and in the advertisements shall include:

- (a) the existence of the transfer fee, as described in Section 1(i) above;
- (b) the means by which the fee is calculated, as described in Section 1(ii) above;
- (c) the current value of the threshold;
- (d) {if on or after November 1}, the threshold value for the coming calendar year;
- (e) the requirements of Section 4 below.

(v) Fees of less than \$50 shall not be imposed.

SECTION 2. The following transfers of real property interests shall be exempt from the fee established in Section 1:

- (i) transfers of mixed-use properties;
- (ii) transfers to or from the federal government, the Commonwealth, the Town, and any of their instrumentalities, agencies or subdivisions, including the Natick Housing Authority and the Natick Affordable Housing Trust;
- (iii) transfers of the portion of a real property subject to an affordable housing restriction;
- (iv) transfers to a charitable organization, as defined in clause Third of section 5 of chapter 59 of the General Laws, or a religious organization, provided, however, that the real property interests so transferred will be held solely for public charitable or religious purposes;
- (v) transfers made without additional consideration to confirm, correct, modify or supplement a transfer previously made.

SECTION 3. The fee shall be the liability of the purchaser of such real property interest, and any agreement between the purchaser and the seller or any other person with reference to the allocation of the liability for the fee shall not affect such liability of the purchaser to the Town. The Town may define by bylaw what constitutes a real property interest and the calculation of the fee.

SECTION 4. When a transfer subject to the transfer fee occurs, the following shall be provided to the Town:

- (i) an affidavit signed by the purchaser and seller attesting to the address of the property, the date of transfer and the purchase price, and
- (iia) the applicable fee owed, marked as payable to the Natick Affordable Housing Trust Fund, or
- (iib) an affidavit signed by the purchaser and seller attesting to the basis, if any, upon which the transfer is claimed, under the provisions of Section 2, to be exempt in whole or in part from said fee.

SECTION 5. All fees received pursuant to this act shall be deposited in the Natick Affordable Housing Trust Fund established pursuant to section 55C of chapter 44 of the General Laws.

SECTION 6. The Town shall have such remedies to collect the fee as provided by law with respect to the collection of real property taxes. The Town may, by bylaw, adopt additional requirements, exemptions, and regulations to implement or enforce said fee, consistent with this act.

SECTION 7. Acceptance of this act by the Town of Natick shall be by vote of approval at an annual Town Meeting. Sections 1 to 6, inclusive, shall take effect 30 days after such acceptance by the Town.

and to take all action necessary or appropriate to accomplish the purposes of this article.

There were insufficient holds and Article 36 remains in Consent Agenda Motion #3.

MOTION: Move referral of the subject matter of Article 36 to sponsor.

ARTICLE 37: Amend Zoning Bylaws: Home Occupation/Customary Home Occupation Dog Kennels (Planning Board)

To see if the Town will vote to amend the Town of Natick Zoning By-laws by modifying Section III-A.2 (Use Regulations Schedule) and Section 200 (Definitions) regarding Home Occupation/Customary Home Occupation Dog Kennels or otherwise act thereon.

There were insufficient holds and Article 37 remains in Consent Agenda Motion #3.

MOTION: Move referral of the subject matter of Article 37 to sponsor.

ARTICLE 38: Amend Home Occupation Dog Kennel Zoning (Saul Beaumont et al)

To see if the Town will vote to amend the Town of Natick Zoning Bylaws as follows, including but not limited to:

- 1) Amend Section I/Article I Section 200 – DEFINITIONS to establish, create, define, and/or recognize multiple methods, arrangements, and/or forms of owning, breeding, boarding, caring for, supervising, kenneling, and/or otherwise maintaining dogs in a Home Occupation/Customary Home Occupation Dog Kennel; and
- 2) Amend any other Section of the Natick Zoning Bylaw necessary to regulate these uses; or otherwise act thereon.

There were insufficient holds and Article 38 remains in Consent Agenda Motion #3.

MOTION: Move referral of the subject matter of Article 38 to the sponsor and the Moderator.

ARTICLE 39: Repeal Historical Preservation Smaller Estates Amendment (Robert Awkward & Brad Peterson et al)

To see if the Town will vote to Repeal Section III-J(10), “Historical Preservation: Smaller Estates”, of the Natick Zoning By-law

There were insufficient holds and Article 39 remains in Consent Agenda Motion #3.

MOTION: Move referral of the subject matter of Article 39 to the sponsor and the Moderator.

ARTICLE 40: Modify Historical Preservation Bylaw Amendment (Beatrice Farr et al)

To see if the Town will vote to modify Section III-J(10), “Historical Preservation: Smaller Estates” of the Natick Zoning Bylaw by,

- (a) reducing the amount of new construction that can be added to existing historical structures based on their documented interior habitable floor space;
- (b) reducing the amount of new construction of replicated historical structures based on their documented interior habitable floor space or the above-grade gross volume of that former structure;
- (c) limiting replication to those historical structures that were located entirely within the bounds of the applicant’s current lot;
- (d) reducing the allowable FAR of the interior habitable floor area;
- (e) reducing the maximum number of dwelling units allowed on the net useable land area;
- (f) authorizing the Planning Board and the Board of Selectmen to jointly appoint a study committee to make other modifications to create clearer guidance concerning the decisional criteria of this “Smaller Estates” section, provide definitions where appropriate, and/or harmonize this section with the rest of the Historic Preservation By-law (Sect. III-J); such study committee shall contain no more than seven (7) members, may include members from their own boards, but must include a member of the Natick Historical Commission and the Director of Community and Economic Development and at least three (3) Natick citizens not serving on those two boards and the commission;

(g) requiring that until such time as the aforementioned study committee completes its modifications, there shall be a moratorium, not to exceed one (1) year, on any applications under Sect. III-J (10); or

take any other action with respect thereto but consistent with (a)-(g) above.

There were insufficient holds and Article 40 remains in Consent Agenda Motion #3.

MOTION: Move referral of the subject matter of Article 40 to the sponsor and the Moderator.

ARTICLE 41: Reform of the Electoral Process (Paul Connolly et al)

To see if the Town will take action first to study and later to implement a reform of the electoral process for choosing elected Town officers that is based on the use of a method of ranked-choice voting in which voters indicate their order of preference for the candidates they choose. The goal is that all candidates elected have received votes from a majority of those voting for that office, whether that is achieved using first choice votes only or when subsequent choice votes are incorporated into the calculations in turn. The second goal achieved is the elimination of preliminary elections.

There were insufficient holds and Article 41 remains in Consent Agenda Motion #3.

MOTION: Move referral of the subject matter of Article 41 to the sponsor and the Moderator.

ARTICLE 42: Plastic Straw Restriction (Joseph Napurano et al)

Prohibit a full service restaurant from providing a single-use plastic straw to a consumer unless requested by a consumer.

Violation beyond first and second infraction will result in an infraction punishable by a fine of twenty-five dollars for each day of violation, but infractions will not exceed three-hundred dollars annually.

There were insufficient holds and Article 42 remains in Consent Agenda Motion #3.

MOTION: Move referral of the subject matter of Article 42 to the sponsor and the Moderator.

ARTICLE 43: Local Option Exemption to Appoint a Police Officer

(Rita Silva Martins, et al)

To determine whether the Town will authorize the Select Board to petition the General Court for special legislation that would permit an applicant, Rita Silva Martins, who desires to seek appointment to be a police officer in the Town of Natick and who has reached the age of 32 before taking any civil service examination regarding such appointment. Said special legislation is as follows:

An act

SECTION 1. Notwithstanding Section 58 of Chapter 31 of the General Laws or any other general or special law or rule or regulation to the contrary regulating the maximum age of an applicant for appointment as a police officer, Rita Silva Martins of the Town of Natick, shall be eligible to have her name certified for original appointment to the position of Police Officer in the Town of Natick notwithstanding her having reached the age of 32 before taking any civil service examination in connection with that appointment.

SECTION 2. Rita Silva Martins shall be eligible for appointment to the position of police officer in the Town of Natick provided that she meets all other requirements for certification and appointment to this position.

SECTION 3. This Act shall take effect upon its passage.

or take any other action relative thereto.

There were insufficient holds and Article 43 remains in Consent Agenda Motion #3.

MOTION: Move referral of the subject matter of Article 43 to the sponsor and the Moderator.

Consent Agenda #3 passed by a two-thirds vote (123-0-1). Therefore that all the articles listed under Consent Agenda Motion #3 passed with the associated motions.

Consent Agenda Number 2

Moved by Mr. Sidney, seconded by Mr. Evans that the Town take Articles 1, 2, 4, 5, 14, 18, 20, 22, 23, 24 and 32 out of order and that they be "Passed by Consent" in accordance with the Motions published in the Consent Agenda distributed in the Finance Committee Book of Recommendations.

Ms. Wollschlager, Finance Committee Chair announced that the Finance Committee recommendations differ slightly from the motions being put forward for two articles. On Article 20, the Committee had recommended referral to the Sponsor and the requested action for Town Meeting is "no action". On Article 22, the Finance Committee had voted referral and the consent agenda motion is for favorable action. The Finance Committee had previously voted favorable action at the beginning of the warrant review process (prior to COVID-19).

ARTICLE 1: Authorize Board of Selectmen to Acquire, Obtain, Abandon or Relocate Easements (Town Administrator)

To see if the Town will vote to authorize the Board of Selectmen, during Fiscal Year 2021, to acquire on behalf of the Town any and all easements for any of the following purposes: roads, sidewalks, vehicular and/or pedestrian access or passage, drainage and utilities, provided however that such authorization pertains only to easements acquired at no cost to the Town; and, further, to authorize the Board of Selectmen, subsequent to a public hearing, during Fiscal Year 2021 to abandon or relocate easements acquired for any of the foregoing purposes; or otherwise act thereon.

There were insufficient holds and Article 1 remains in Consent Agenda Motion #2.

MOTION: Move that the Town vote to authorize the Board of Selectmen, during Fiscal Year 2021, to acquire on behalf of the Town any and all easements for any of the following purposes: roads, sidewalks, vehicular and/or pedestrian access or passage, drainage and utilities, provided however that such authorization pertains only to easements acquired at no cost to the Town; and, further, to authorize the Board of Selectmen, subsequent to a public hearing, during Fiscal Year 2021 to abandon or relocate easements acquired for any of the foregoing purposes.

ARTICLE 2: Committee Article (Town Administrator)

To see if the Town will vote to hear and discuss the reports of town officers, boards, and committees; or otherwise act thereon.

There were insufficient holds and Article 2 remains in Consent Agenda Motion #2.

MOTION: Move that no action be taken on the subject matter of Article 2.

ARTICLE 4: Personnel Board Classification and Pay Plan (Town Administrator)

To see if the Town, pursuant to the authority contained in Section 108A of Chapter 41 of the General Laws, will vote to amend the by-laws by adding to Article 24, Section 3, a new paragraph deleting certain position titles, adding new position titles and effecting changes in the salary ranges as presently established; or otherwise act thereon.

There were insufficient holds and Article 4 remains in Consent Agenda Motion #2.

MOTION: Move that the town vote to amend Article 24, Section 3 of the By Laws by replacing in its entirety the table entitled Classification and Pay Plan that is incorporated by reference into Article 24, Section 3, Paragraph 3.10 with the new Classification and Pay plan as set forth below:

Town of Natick
Classification and Pay Plan
Effective July 1, 2020

Grade	Minimum	Point 1	Point 2	Maximum
6	\$ 125,000.00	\$ 140,000.00	\$ 155,000.00	\$ 165,000.00
5	\$ 100,000.00	\$ 120,000.00	\$ 135,000.00	\$ 145,000.00
4	\$ 75,000.00	\$ 90,000.00	\$ 105,000.00	\$ 125,000.00
3	\$ 60,000.00	\$ 72,000.00	\$ 85,000.00	\$ 105,000.00
2	\$ 48,000.00	\$ 55,000.00	\$ 62,500.00	\$ 80,000.00
1	\$ 42,000.00	\$ 48,000.00	\$ 54,000.00	\$ 60,000.00

GRADE 6

Chief of Police
Deputy Town Administrator/Director of Finance
Deputy Town Administrator/Operations
Fire Chief
Town Administrator

GRADE 5

Comptroller
Deputy Chief of Police
Director of Community & Economic Development
Director of Facilities Management
Director of Human Resources/Labor Relations
Director of Information Technology
Director of Public Works
Director of Strategic Initiatives & Partnerships

GRADE 4

Assistant Comptroller
Building Commissioner
Director of Assessing
Director of Senior Center & Community Services
Director of Public Health
Director of Recreation & Parks
Morse Library Director
Treasurer/Collector

GRADE 3

Assistant Assessor (certified)
Assistant Director Council on Aging
Assistant Director of Finance
Assistant Director Recreation & Parks
Director, Bacon Free Library/Assistant Director, Morse Library
Assistant Treasurer/Collector
Bacon Free Library Director
Benefits Manager
Communications/Information Officer
Director of Recreation Programs/Special Events
Environmental Health Agent
Executive Director, Farm
Facility Maintenance Manager
Golf Course Manager
Housing/General Planner

GRADE 3 Continued

Information Systems Data Base Administrator
Information Systems Network Administrator
Local Building Inspector (certified)
Planner/Conservation Agent
Prevention & Outreach Program Manager
Procurement Manager
Project Manager
Public Health Nurse
Regulatory Compliance Coordinator
Senior Environmental Health Specialist
Senior Planner
Staff Accountant
Sustainability Coordinator
Veterans Agent

GRADE 2

Assistant Assessor (non-certified)
Assistant Director, Bacon Free Library
Assistant Director, Farm
Assistant Director Internal Operations, Farm
Clinical Social Worker
Data Analyst
Executive Assistant
Executive Assistant to the Town Administrator & Select Board
Facility Custodial Supervisor
Golf Course Superintendent
Human Resources Coordinator
Payroll Manager
Sanitarian
Senior Executive Assistant
Social Worker
Social Worker Coordinator
Special Assistant to Director of Senior Center & Community Service
Special Assistant to Director of Facilities Management
Special Needs Coordinator
System Specialist Administrative

GRADE 1

Animal Control Officer
Finance Coordinator
Golf Professional
Parking Enforcement Officer
Outreach Coordinator
Program Manager Volunteer Services
Student Officer
Teen Center Coordinator

Town of Natick
Part-Time Classification and Pay Plan
Effective July 1, 2020

Hourly Wage Scale

Grade	Minimum	Point 1	Point 2	Maximum
1	\$ 11.00	\$ 14.00	\$ 17.00	\$ 20.00
2	\$ 14.00	\$ 24.00	\$ 27.00	\$ 30.00
3	\$ 24.00	\$ 34.00	\$ 37.00	\$ 40.00

Grade 1
 Assistant Leader (Rec)
 Assistant Swim Coach
 Attendant (Rec)
 Building Monitor I (Rec)
 Bus Dispatcher
 Bus Driver
 Cart Attendant (Golf)
 Clerical Assistant
 Club House Attendant (Golf)
 Club House Supervisor (Golf)
 Concession Manager
 Custodian
 Deputy Animal Control Officer
 Election Clerk
 Election Inspector
 Equipment Operator (Golf)
 Instructor
 Laborer I
 Leader/Counselor (Rec)
 Library Page (Morse)
 Lifeguard
 Parking Clerk
 Ranger/Starter (Golf)
 Receptionist
 School Crossing Guard (1st Year)
 Senior Counselor (Certified-Rec)
 Specialist (Rec)
 Timer/Scorer

Grade 2
 Administrative Support
 Assistant Director (Rec)
 Beach Manager
 Bookkeeper
 Building Monitor II (Rec)
 Camp Director
 Community Garden Coordinator
 Conservation Agent
 Election Warden
 Golf Course Mechanic
 Head Lifeguard
 Instructor II
 Intern Cooperative
 Laborer II
 Library Assistant (Bacon)
 Parking Enforcement Officer
 Plumbing and Wiring Inspector
 Police Matron
 Police Transcriber
 Program Assistant
 Program Supervisor (Rec)
 Recycling Attendant
 School Crossing Guard
 Social Worker
 Swim Coach
 Transportation Coordinator
 Volunteer Coordinator I

Grade 3
 Adult Contractor
 Building Inspector
 Certified Sports Official
 Instructor III
 Laborer III
 Nurse (RN)
 Volunteer Coordinator II

Position	Annual Rate
Inspector of Animals	\$ 3,750.00
Registrar of Voters	\$ 966.00
Town Meeting Page	\$50.00 / Session

ARTICLE 5: Amend Town By-Law, Town Employees and Personnel Board (Town Administrator)

To see if the Town will vote to amend Article 24 of the Town By-Laws, Town Employees and Personnel Board Section 5.4, or otherwise act thereon.

There were insufficient holds and Article 5 remains in Consent Agenda Motion #2.

MOTION: Move referral of the subject matter of Article 5 to the sponsor.

ARTICLE 14: Revolving Funds (Town Administrator)

To see if the Town will vote on the limit on the total amount that may be expended from each revolving fund established pursuant to Chapter 44 section 53E ½ of the General Laws and Town by-law; or otherwise act thereon.

There were insufficient holds and Article 14 remains in Consent Agenda Motion #2.

MOTION: Move that the Town vote to reauthorize the following maximum expenditures from the listed revolving funds, established by the Town of Natick Bylaws, Article 41A, during the fiscal year beginning July 1, 2020, pursuant to Chapter 44, §53E ½ of the Massachusetts General Laws, as follows:

Revolving Fund entitled DPW Vehicles and Equipment, under the supervision of the Director of Public Works and the Town Administrator, up to and including \$200,000; and,

Revolving Fund entitled Morse Institute Library Materials Purchase of New Books and Related Materials, under the supervision of the Library Trustees, up to and including \$85,000; and,
Revolving Fund entitled Morse Institute Library Maintenance and Repair of Library Facilities and Equipment, under the supervision of the Library Trustees, up to and including \$25,000; and,

Revolving Fund entitled Community-Senior Center Rental, Maintenance and Improvement Projects, under the supervision of the Town Administrator, up to and including \$75,000; and,

Revolving Fund entitled Flu Clinics, Immunization Programs, Pandemic and Emergency Preparedness, under the supervision of the Board of Health, up to and including \$40,000; and,

Revolving Fund entitled Community-Senior Center Programs and Activities, under the supervision of the Council on Aging, up to and including \$95,000; and, Revolving Fund entitled Tobacco Control Programs and Enforcement, under the supervision of the Board of Health, up to and including \$25,000; and,

Revolving Fund entitled Energy Conservation and Renewable Energy Projects, under the supervision of the Town Administrator, up to and including \$25,000; and, Revolving Fund entitled Tax Title Takings or Tax Title Foreclosures, under the supervision of the Finance Director, up to and including \$100,000; and,

Revolving Fund entitled Curbside Compost Collection Program, under the supervision of the Town Administrator, up to and including \$20,000.

**ARTICLE 18: PEG Access and Cable Related Fund Appropriation or Transfer of Funds
(Town Administrator)**

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for, the PEG Access and Cable Related Fund established pursuant to the provisions of General Laws Chapter 44, Section 53F¾; or otherwise act thereon

There were insufficient holds and Article 18 remains in Consent Agenda Motion #2.

MOTION: Move that the Town vote to appropriate from the PEG Access and Cable Related Fund, established by vote of 2019 Special Town Meeting #1 under Article 1, as authorized by Chapter 44, Section 53F ¾ of the General Laws, as amended, the sum of \$562,733.15 to fund PEG access programming.

ARTICLE 20: Home Rule Petition: Authorization to Issue (1) On Premises Alcoholic Beverages License for 45 East Central Street, Natick, Massachusetts (Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court of the Commonwealth to enact special legislation, notwithstanding the provisions of Section 17 of Chapter 138 of the Massachusetts General Laws, or any other general or special law to the contrary, authorizing the Town to issue (1) license for the sale of alcoholic beverages to be drunk on the premises, for the property located at 45 East Central Street, Natick, Massachusetts, provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of the petition; or otherwise act thereon.

There were insufficient holds and Article 20 remains in Consent Agenda Motion #2.

MOTION: Move that no action be taken with regard to the subject matter of Article 20.

ARTICLE 22: Amend Article 10 of the Natick Town Bylaws (Board of Selectmen)

To see if the Town will vote to amend the chart entitled "APPOINTMENTS MADE BY THE BOARD OF SELECTMEN" set forth in Article 10, section 2, of the Natick Town Bylaws, by inserting the phrase "Commission on Disability" under the header "Town Officials/Committees" and between the entries for Cochituate Rail Trail Advisory Committee and Community Development Advisory Committee, or otherwise act thereon.

There were insufficient holds and Article 22 remains in Consent Agenda Motion #2.

MOTION: Move that the Town vote to amend the chart entitled "APPOINTMENTS MADE BY THE BOARD OF SELECTMEN" set forth in Article 10, section 2, of the Natick Town Bylaws, by inserting the phrase "Commission on Disability" under the header "Town Officials/Committees" and between the entries for Cochituate Rail Trail Advisory Committee and Community Development Advisory Committee; and to take all related actions necessary or appropriate to accomplish the purposes of this article.

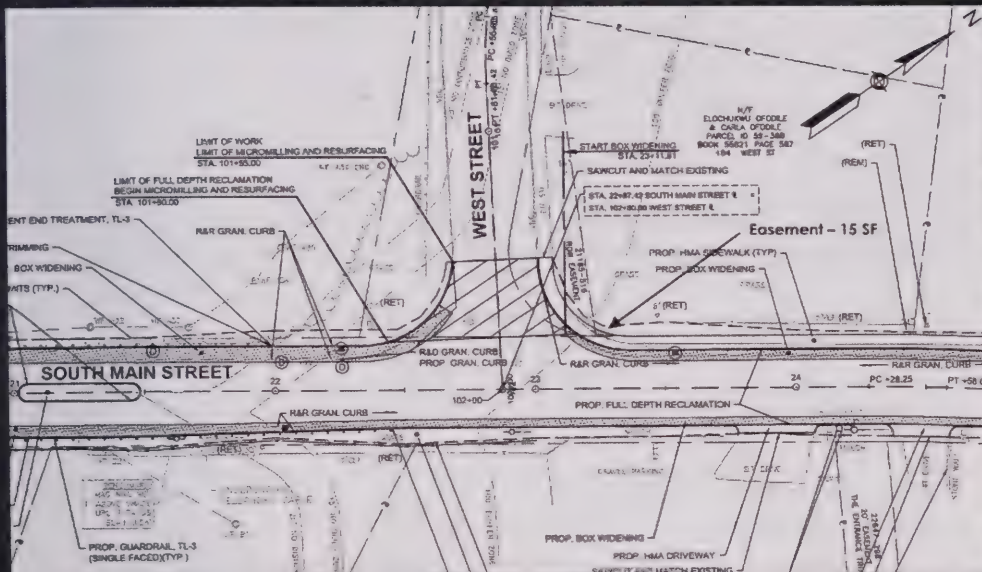
ARTICLE 23: South Main Street Right of Way Acquisitions (Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, taking by eminent domain, or otherwise, to accept a deed or deeds to the Town of fee simple, easements, or other interests in any land, and to so dedicate all or portions of Town owned parcels of land, necessary for the construction of the South Main Street roadway improvements project located on South Main Street (Route 27) from the Sherborn town line to the Natick town center, as shown and identified on a set of plans entitled "Improvements to South Main Street, Easement/ROW Plans" dated January 29, 2020, prepared by Green International Affiliates, Inc., as may be revised and/or amended, on file in the Board of Selectmen's office. Further to see what sum of money the Town will vote to raise and appropriate, borrow or transfer from available funds, to fund said purchase or takings along with all legal, appraisal, and related costs associated with obtaining any interests in land necessary for the construction of the South Main Street roadway improvements project; or to otherwise act thereon.

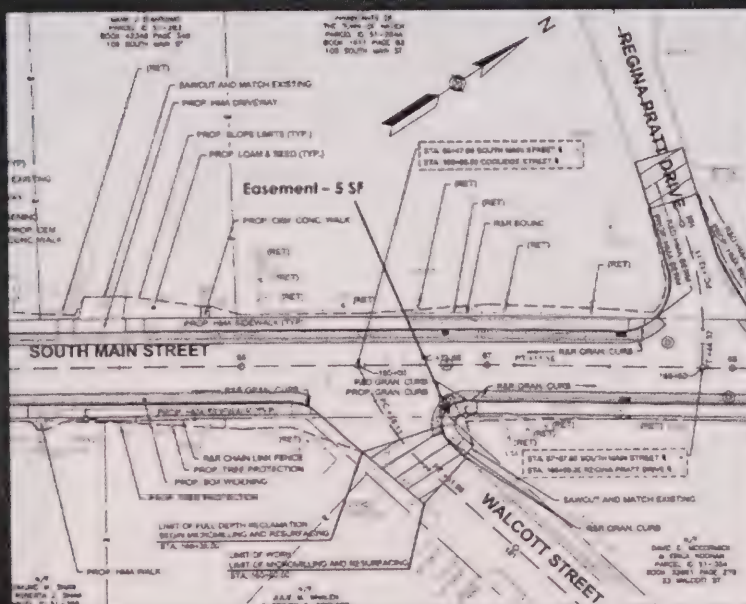
There were insufficient holds and Article 23 remains in Consent Agenda Motion #2.

MOTION: Move that the Town vote to authorize the Board of Selectmen to acquire by gift, purchase, taking by eminent domain, or otherwise, to accept a deed or deeds to the Town of fee simple, easements, or other interests in any land, and to so dedicate all or portions of Town owned parcels of land, necessary for the construction of the South Main Street roadway improvements project located on South Main Street (Route 27) from the Sherborn town line to the Natick town center, as shown and identified on a set of plans entitled "Improvements to South Main Street, Easement/ROW Plans" dated January 29, 2020, prepared by Green International Affiliates, Inc., as may be revised and/or amended, on file in the Board of Selectmen's office. Further to appropriate \$40,000 from the Capital Stabilization Fund, to fund said purchase or takings along with all legal, appraisal, and related costs associated with obtaining any interests in land necessary for the construction of the South Main Street roadway improvements project; and to take all related actions necessary or appropriate to accomplish the purposes of this article.

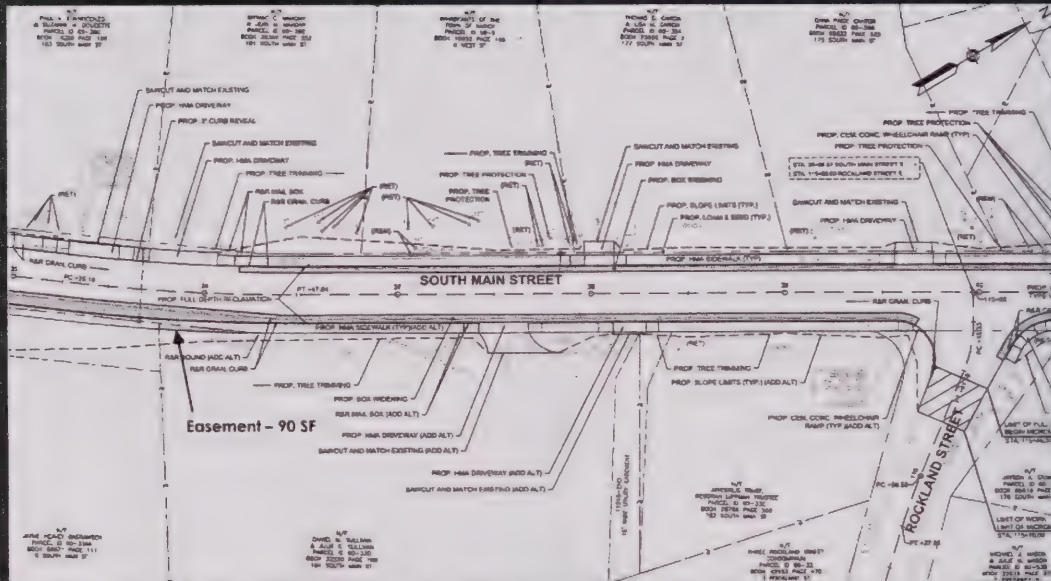
July 19, 2019



July 19, 2019

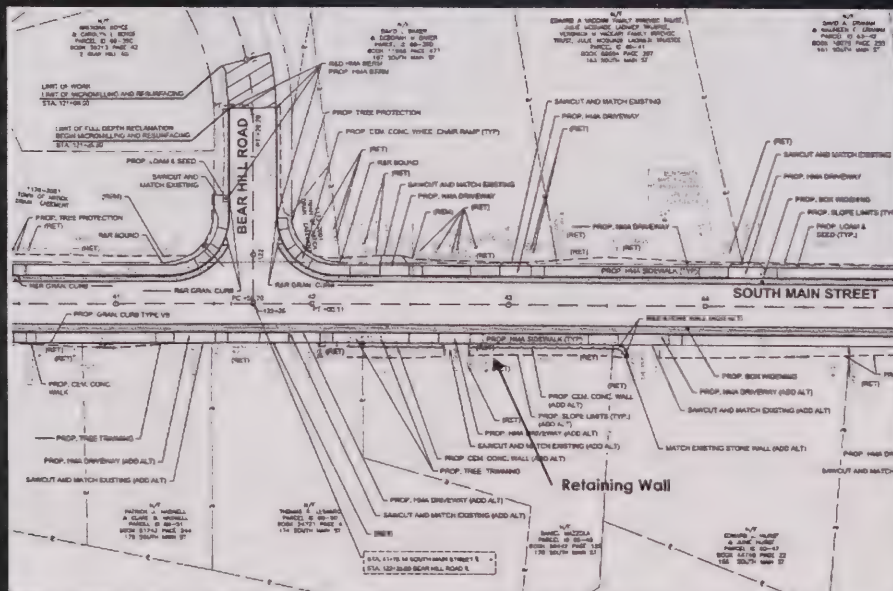


Sidewalk Extension – Bid Alternate



July 19, 2019

Sidewalk Extension – Bid Alternate



July 19, 2019

ARTICLE 24: Street Acceptance – Michael Terrace (Board of Selectmen)

To see if the Town will vote to accept Michael Terrace as a public way, and any appurtenant easements thereto, as laid out as shown a plan entitled "Plan of Land in Natick Mass. " dated January 26, 1976, Prepared by William F. Drake and Associates, recorded at the Middlesex (South) Registry of Deeds as plan Number 364 of 1976, book 12965, Page End; to see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, easements in any land necessary for laying out and acceptance of Michael Terrace, and any appurtenant drainage, utility or other easements related to said Michael Terrace and/or to accept grants thereof; to see what sum of money the Town will vote to raise and appropriate, borrow, transfer from available funds or otherwise provide for the purposes of this article; and further to authorize the Board of Selectmen and other Applicable Town of Natick Boards and personnel to take all related actions necessary or appropriate to accomplish the purposes of this article; Meaning and intending to accept the remainder of Michael Terrace, such that the entirety of this named road is accepted by the Town as a public way, or otherwise act thereon.

There were insufficient holds on this article. Article 24 remains in Consent Agenda Motion #2.

MOTION: Move that the Town vote to accept Michael Terrace as a public way, and any appurtenant easements thereto, as laid out as shown a plan entitled "Plan of Land in Natick Mass." dated January 26, 1976, Prepared by William F. Drake and Associates, recorded at the Middlesex (South) Registry of Deeds as plan Number 364 of 1976, book 12965, Page End; and further to vote to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, easements in any land necessary for laying out and acceptance of Michael Terrace, and any appurtenant drainage, utility or other easements related to said Michael Terrace and/or to accept grants thereof; further, to appropriate the sum of \$1,000 from the Capital Stabilization fund for the purposes of this article; further to authorize the Board of Selectmen and other applicable Town of Natick Boards and personnel to take all related actions necessary or appropriate to accomplish the purposes of this article; Meaning and intending to accept the remainder of Michael Terrace, such that the entirety of this named road is accepted by the Town as a public way.

**ARTICLE 32: Town Meeting Practices and Rules Committee: Committee Report
(Town Meeting Practices and Rules Committee)**

To see what action(s) the Town will take to:

- 1) Hear and discuss a report from the Town Meeting Practices and Rules Committee;
- 2) Approve, accept and or adopt a revised Town Meeting Member Handbook;
- 3) Extend the term of the Town Meeting Practices and Rules Committee;
- 4) Appropriate monies or transfer from available funds for the work of the Town Meeting Practices and Rules Committee;

or otherwise act thereon.

There were insufficient holds and Article 32 remains in Consent Agenda Motion #2.

MOTION: Move that the Town vote to extend the term of the Town Meeting Practices and Rules Committee (TMPRC) until the dissolution of 2021 Fall Annual Town Meeting and refer the subject matter of Article 32 to the sponsor.

Consent Agenda Number 2 passed unanimously (130-0-0). Therefore, all the articles listed under Consent Agenda Motion #2 passed with the associated motions.

Consent Agenda Number 1

Moved by Mr. Sidney, seconded by Mr. Evans that the Town take Articles 3, 7, 9, 11, 13, 15, 16, 17 and 21 out of order and that they be "Passed by Consent" in accordance with the Motions published in the Consent Agenda distributed in the Finance Committee Book of Recommendations.

Ms. Wollschlager, Chair of the Finance Committee told Town Meeting members that Articles 3, 7 and 15 are in the supplement book (not the big book). In addition, there is a correction on Article 15, Motion A there is a phrase

which should be removed: “under the direction of Department of Public Works to replace Vehicle 512 (S-102) Side Arm Recycling Truck” as this is in Motion B.

ARTICLE 3: Elected Officials Salary (Town Administrator)

To see if the Town will vote to fix the salary and compensation of all elected officers of the Town of Natick for Fiscal Year 2021 (July 1, 2020 through June 30, 2021) as provided by Section 108 of Chapter 41 of the General Laws, as amended; or otherwise act thereon.

There were insufficient holds and Article 3 remains in the Consent Agenda Motion #1.

MOTION: Move that the town vote to fix the salary and compensation of the following elected officer of the Town for the Fiscal Year 2021 (July 1, 2020 through June 30, 2021) as provided by section 108 of Chapter 41, as amended, of the Massachusetts General Laws: Town Clerk: \$100,786.

ARTICLE 7: Fiscal 2020 Omnibus Budget (Town Administrator)

To determine what sum or sums of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest, during Fiscal Year 2020 (July 1, 2019 through June 30, 2020) and to provide for a reserve fund for Fiscal Year 2020, and to see what budgets for Fiscal 2020 will be reduced to offset said additional appropriations; or otherwise act thereon.

There were insufficient holds and Article 7 remains in the consent agenda. #1. ***MOTION: Move that no action be taken on the subject matter of Article 7.***

ARTICLE 9: Fiscal 2020 Morse Institute Library Budget (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Morse Institute Library, for Fiscal Year 2020 (July 1, 2019 through June 30, 2020); or otherwise act thereon.

There were insufficient holds and Article 9 remains in the Consent Agenda Motion #1. ***MOTION: Move that no action be taken on the subject matter of Article 9.***

ARTICLE 11: Fiscal 2020 Bacon Free Library Budget (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Bacon Free Library, for Fiscal Year 2020 (July 1, 2019 through June 30, 2020); or otherwise act thereon.

There were insufficient holds and Article 11 remains in the Consent Agenda Motion #1. ***MOTION: Move that no action be taken on the subject matter of Article 11.***

ARTICLE 13: School Bus Transportation Subsidy (Superintendent of Schools)

To see if the Town will vote to appropriate and raise, or transfer from available funds, a sum of money for the purpose of operation and administration of the school bus transportation system, and to reduce or offset fees charged for students who elect to use the school bus transportation system for transportation to and from school, for Fiscal Year 2021 (July 1, 2020 through June 30, 2021); or otherwise act thereon.

There were insufficient holds and Article 13 remains in the Consent Agenda Motion #1.

MOTION: Move that the Town vote to appropriate the sum of \$421,416 from Tax Levy for the purpose of operation and administration of the school bus transportation system for FY 2021, and to reduce or offset fees charged for students who elect to use the school bus transportation system for transportation to and from school, said funds to be expended under the direction of the Natick School Committee.

ARTICLE 15: Capital Equipment (Town Administrator)

To see if the Town will vote to appropriate and raise, borrow or otherwise provide, a sum of money as may be required for capital equipment for the various departments of the Town of Natick; to determine whether this appropriation shall be raised by borrowing or otherwise; or otherwise act thereon.

There were insufficient holds and Article 15 remains in the Consent Agenda Motion #1.

Motion A: Move that the Town vote to appropriate the sum of \$338,500 to be expended under the direction of the Town Administrator for the purpose, Capital Emergencies- Equipment, under the direction of the Community Services Department - Recreation & Parks for playground safety inspections and updates, Henry Wilson Roof repair, under the direction of the Police Department for the purpose of replacing police cruisers, replacing primary repeater and antenna, under the direction of the Police and Fire Departments CRT Public Safety Vehicle, under the direction of the Natick Public Schools FCC upgrade for Auditorium Microphone and audio system and under Sustainability, Energy Efficiency all individually shown as items 1 through 8 in Table A below, and that to meet this appropriation the sum of \$338,500 be appropriated from the Capital Stabilization Fund.

TABLE A- Motion A - Capital Equipment - 2020 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Town Administrator	Capital Emergencies -Equipment	Capital Stabilization	\$50,000
2	Community Services - Recreation & Parks	Playground Safety Updates	Capital Stabilization	\$15,000
3	Community Services - Recreation & Parks	Henry Wilson Roof	Capital Stabilization	\$5,000
4	Natick Public Schools	FCC Auditorium Microphone & System Upgrades	Capital Stabilization	\$40,000
5	Police and Fire Departments	CRT Public Safety Vehicle and Equipment	Capital Stabilization	\$40,000
6	Police Department	Cruiser Replacement Reduced from 130,000	Capital Stabilization	\$65,000
7	Police Department	Primary Repeater And Antenna Replacement	Capital Stabilization	\$23,500
8	Sustainability	Energy Efficiency	Capital Stabilization	\$100,000
Appropriation under Art. 15: Motion A				\$338,500

Motion B: Move that the Town vote to appropriate the sum of \$335,000 to be expended under the direction of Department of Public Works to replace Vehicle 512 (S-102) Side Arm Recycling Truck, individually shown as item 1 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$335,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$335,000 in principal amount and that the Town Administrator with the approval of the board of Selectmen is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

TABLE B- Motion B - Capital Equipment - 2020 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Public Works Highway	Replace Vehicle 512 (S-102) Side Arm Recycling Truck	Tax Levy Borrowing	\$335,000
Appropriation under Art. 15: Motion B				\$335,000

ARTICLE 16: Capital Improvement (Town Administrator)

To see if the Town will vote to appropriate and raise, borrow or otherwise provide, a sum of money to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick, to add new physical infrastructure, or to improve community assets; and, further, to determine whether this appropriation shall be raised by borrowing or otherwise; or to otherwise act thereon.

There were insufficient holds and Article 16 remains in the Consent Agenda Motion #1.

Motion A: Move that the Town vote to appropriate the sum of \$50,000 to be expended under the direction of the Town Administration for the purpose of Capital Maintenance, individually shown as item 1 in Table A below, and that to meet this appropriation the sum of \$50,000 be appropriated from the Capital Stabilization Fund.

TABLE A- Motion A - Capital Improvements - 2020 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Town Administration	Capital Maintenance	Capital Stabilization	\$50,000

Appropriation under Art. 16
Motion A \$50,000

Motion B: Move that the Town vote to appropriate the sum of \$525,000 to be expended under the direction of the Town Administrator for the purpose of the clean up of the contamination and park amenities at 90 Oak Street, and, under the direction of the Director of Facilities for the replacement of the Fire Alarm at Bennett Hemenway Elementary School, individually shown as items 1 and 2 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$525,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$525,000 in principal amount and that the Town Administrator with the approval of the board of Selectmen is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

MOTION B: (Requires a two-thirds majority vote)				
TABLE B- Motion B - Capital Improvements - 2020 Spring Annual Town Meeting				
Item #	Department	Item	Funding Source	Amount
1	Town Administrator	90 Oak St Contamination Clean-up & Park Amenities	Tax Levy Borrowing	\$450,000
2	Facilities Management	Bennett Hemenway Elementary - Fire Alarm Panel Replacement	Tax Levy Borrowing	\$75,000
Appropriation under Art. 16 Motion B				\$525,000

ARTICLE 17: Increase Personal Exemption Amounts (Board of Assessors)

To see if the Town will vote to increase the Personal Exemption Amounts by 60% under the provisions of Chapter 73 of the Acts of 1986 as amended by Chapter 126 of the Acts of 1988 which provides for "Optional Additional Property Tax Exemptions" allowing an annually determined, uniform increase in the amount of exemption in General Laws, Chapter 59 Section 5 Clauses 17D, 22, 22A, 22B, 22C, 22E, 37A, and 41C (elderly person, disabled veteran, or blind person).

There were insufficient holds and Article 17 remains in the Consent Agenda Motion #1.

***MOTION:** Move that the Town vote to increase the Personal Exemption Amounts by 60% under the provisions of Chapter 73 of the Acts of 1986 as amended by Chapter 126 of the Acts of 1988 which provides for "Optional Additional Property Tax Exemptions" allowing an annually determined, uniform increase in the amount of*

exemption in General Laws, Chapter 59 Section 5 Clauses 17D, 22, 22A, 22B, 22C, 22E 37A, and 41C (elderly person, disabled veteran, or blind person).

ARTICLE 21: Home Rule Petition: Amendment of Special Legislation Authorizing the Appointment of Special Police Officers to Increase the Maximum Age to 70 (Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court of the Commonwealth to amend Chapter 93 of the Acts of 2008, which authorizes the appointment of special police officers in the Town of Natick, such amendment to allow the maximum age of such special police officers to increase from 65 to 70, provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of the petition; or otherwise act thereon.

There were insufficient holds and Article 21 remains in the Consent Agenda Motion #1.

MOTION: Move that the Town vote to authorize the Board of Selectmen to petition the General Court of the Commonwealth to amend Chapter 93 of the Acts of 2008, which authorizes the appointment of special police officers in the Town of Natick, such amendment to allow the maximum age of such special police officers to increase from 65 to 70, provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of the petition. The proposed Special Act would read as follows:

AN ACT AUTHORIZING SPECIAL POLICE OFFICERS IN THE TOWN OF NATICK TO SERVE UNTIL THE AGE OF 70

SECTION 1. Section 1 of Chapter 93 of the Acts of 2008 is hereby amended by striking the third sentence and inserting in place thereof the following sentence: Special police officers appointed pursuant to this act shall not be subject to the maximum age restriction applied to regular police officers pursuant to Chapter 32 of the General Laws; provided, however, that a special police officer appointed pursuant to this act shall not be eligible to serve after the last day of the month in which the officer reaches the age of 70.

SECTION 2. Section 8 of Chapter 93 of the Acts of 2008 is hereby amended by striking the fourth and fifth sentences and inserting in place thereof the following sentence: Payment pursuant to said section 111F of said chapter 41 shall terminate not later than the last day of the month in which the officer reaches the age of 70.

And, to take all action necessary or appropriate to accomplish the purposes of this article.

Consent Agenda Number 1 passed unanimously (126-0-2). Therefore, all the articles listed under Consent Agenda Motion #1 passed with the associated motions.

The Moderator announced that there will be a recess for lunch. During that time videos were played that had been recorded by the Town Administrator and School Superintendent. Moved by Mr. Sidney, seconded by Mr. Evans to recess for 30 minutes. ***Motion accepted by unanimous consent.***

The Meeting was called back to order at 12:45 PM.

ARTICLE 6: Collective Bargaining (Town Administrator)

To see if the Town will vote to raise and appropriate, or otherwise provide, the funds necessary to implement the Terms of Agreements reached between the Town and the following collective bargaining units:

- a) Deputy Fire Chiefs' Association, Local 1707 – Deputy Fire Chiefs
- b) International Association of Firefighters, AFL-CIO, Local 1707 - Firefighters
- c) New England Benevolent Association, AFL-CIO, Local 82 – Superior Officers
- d) New England Police Benevolent Association, Inc. Local 182 - Dispatchers
- e) Massachusetts Laborer's Council Local 1116 Supervisors' & Administrators' Association - DPW Sup. & Admin.
- f) Massachusetts Laborer's Council Local 1116 - DPW Laborers

- g) Maintenance and Custodians Local 1116 of the Laborers International Union, AFL-CIO – Facilities Maintenance
- h) Public Employees Local Union 1116 of the Laborers' International Union of North America -Clerical

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

By a vote of 13-0-0 on July 2, 2020 the Finance Committee recommended **favorable action** on Motions A and B under Article 6.

MOTION A: (Requires a majority vote)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to appropriate the total sum of \$181,667 (\$55,308 for FY19 and \$126,359 for FY 20) said funds to be added to the Police Department Personnel Services budget; said sum of \$181,667 to be transferred from the Board of Selectmen's FY 2020 budget Selectmen CBA Settlements voted at 2019 Spring Annual Town Meeting under Article 8 Motion E; for the implementation of the Terms of the Agreements reached between the Town and the following collective bargaining units:

- a) New England Police Benevolent Association, Inc. Local 82, Superior Officers;
- b) New England Police Benevolent Association, Inc. Local 182, Dispatchers;

for payment of wages effective July 1, 2018 through June 30, 2020.

Ms. Malone, Town Administrator, spoke to this article and discussion ensued. ***Motion A under Article 6 passed by majority vote (121-4-1).***

MOTION B: (Requires a majority vote)

Move that the Town vote to appropriate the total sum of \$568,150 (\$158,445 for FY19 and \$409,705 for FY 20) said funds to be added to the Fire Department Personnel Services budget; said sum of \$568,150 to be transferred from the Board of Selectmen's FY 2020 budget Selectmen CBA Settlements line item voted at 2019 Spring Annual Town Meeting under Article 8 Motion E; for the implementation of the Terms of the Agreements reached between the Town and the following collective bargaining units:

- a) The Deputy Fire Chief's Association; and
- b) Local 1707, International Association of Firefighters, AFL-CIO

for payment of wages effective July 1, 2018 through June 30, 2020.

Motion B under Article 6 passed by majority vote (123-2-2).

ARTICLE 8: Fiscal 2021 Omnibus Budget (Town Administrator)

To determine what sum of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest during Fiscal Year 2021 (July 1, 2020 to June 30, 2021), and to provide for a reserve fund for Fiscal Year 2021; or to otherwise act thereon.

Moved by Mr. Griesmer, seconded by Ms. Wollschlager a) that the town vote the following motions pertaining to appropriations and funding sources for Article 8, Motions A1 as printed in the Finance Committee Recommendation Book titled "Town of Natick Spring Annual Town Meeting 2020 Finance Committee Supplement #1", dated July 7, 2020, as found on the following pages in said supplement:

Motion A1, page 19; Motion A2, page 26; Motion B1, page 28; Motion B2, page 32; Motion C, page 35; Motion D, page 40; Motion E, pages 47 and 48; Motion F, page 54; Motion G, pages 55 and 56; Motion H1, page 59; and Motion I1, page 63;

And b) that the Town vote to accept the following motions, pertaining to indirect cost allocations and authorization for raising funds, as found on the following pages in said supplement: Motion H2, page 62; and Motion I2, page 65.

Mr. Griesmer spoke to the motion. The purpose of this motion is to allow Town Meeting to discuss the entirety of the omnibus budget on an integrated and expedited basis. He also noted the following edits: Motion A1 - the words

“said funds to be expended under the authority of the Natick School Committee” should be inserted in the motion after the words “Natick Public Schools” and before the words “Salaries and Expenses” and in Motion G in the book on page 56 there is a reference to “general stabilization” fund and it should read only “stabilization fund”. The latter two changes will be considered Scribner’s error edits.

Moved by Mr. Sidney, seconded by Ms. Wollschlager to waive the reading of the motion. *No objections to waive the reading of the motion therefore the reading is waived.*

The chart below details the Finance Committee favorable action recommendation votes taken on the individual motions in Article 8:

Motion		Vote
Motion A1	Education & Learning	13-0-1
Motion A2	Education & Learning	14-0-0
Motion B1	Public Safety- Fire	12-1-0
Motion B2	Public Safety- Police	12-1-0
Motion C	Public Works	11-1-1
Motion D	Comm & Health Svcs	11-2-0
Motion E	Admin Support Svcs	11-1-0
Motion F	Committees/Commission	14-0-0
Motion G	Shared Expenses	12-1-0
Motion H1	Water & Sewer Ent	13-0-0
Motion H2	Water & Sewer Ent	12-1-0
Motion I1	Sassamon Trace Ent	10-1-2
Motion I2	Sassamon Trace Ent	12-1-0

Motions for Article 8, Motion A: Education & Learning

Motion A1: Requires majority vote

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the Natick Public Schools, and said funds to be expended under the authority of the Natick School Committee

Salaries & Expenses \$67,097,246

Total Natick Public Schools \$67,097,246

And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2021 \$67,097,246

Motion A2: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the department shown below, said funds are to be expended under the direction of the School Committee:

South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School) \$1,334,398

Expenses (Assessment) \$1,334,398

Total South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School) \$1,334,398

And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2021 \$1,334,398

Motions for Article 8, Motion B: Public Safety

Motion B1: (Requires majority Vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the department shown under the associated categories, said funds are to be expended under the direction of the Department Head:

Emergency Management

Expenses	\$39,100
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Total Emergency Management	\$39,100
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Parking Enforcement

Salaries	\$114,144
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Expenses	\$104,833
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Total Parking Enforcement	\$218,977
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Police

Salaries	\$7,345,073
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Expenses	\$300,613
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Total Police	\$7,645,686
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Total Budget Amount for Motion B1

\$7,903,763

And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2021	\$7,823,763
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Parking Meter Revenues	\$80,000
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Motion B2: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the department shown under the associated categories, said funds are to be expended under the direction of the Department Head:

Fire

Salaries	\$8,984,589
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Expenses	\$283,275
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Total Fire	\$9,267,864
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Total Budget Amount for Motion B2

\$9,267,864

And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2021	\$9,267,864
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Motions for Article 8, Motion C: Public Works

Motion for Section C : (Requires a majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:

Department of Public Works

Salaries	\$3,955,991
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Expenses	\$2,972,185
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Municipal Energy	\$1,443,100
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Snow & Ice	\$550,000
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Total Department of Public Works	\$8,921,276
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Total Budget Amount for Motion C

\$8,921,276

And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2021	\$8,921,276
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Motions for Article 8, Motion D: Community Services and Health Services

Motion for Section D: (Requires majority vote)	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the following departments under the direction of each Department Head or Director:	
Community Services	
Salaries	\$1,481,600
Expenses	\$524,358
Total Community Services	\$2,005,958
Board of Health	
Salaries	\$593,823
Expenses	\$76,850
Total Board of Health	\$670,673
Total Budget Amount for Motion D:	\$2,676,631
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2021	\$2,676,631

Motion for Article 8 Motion E: Administrative Support Services

Motion E: (Requires majority vote)	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:	
Board of Selectmen	
Salaries	\$1,139,521
Expenses	\$464,738
Total Board of Selectmen	\$1,604,259
Personnel Board	
Expenses	\$1,000
Total Personnel Board	\$1,000
Town Report	
Expenses	\$4,100
Total Town Report	\$4,100
Legal	
Expenses	\$400,000
Total Legal Services	\$400,000
Finance	
Salaries	\$1,176,005
Expenses	\$422,330
Total Finance	\$1,598,335
Information Technology	
Salaries	\$359,889
Expenses	\$1,190,500
Total Information Technology	\$1,550,389
Town Clerk	
Salaries	\$276,201
Expenses	\$47,350
Total Town Clerk	\$323,551
Elections	
Salaries (Registrars)	\$98,150
Expenses (Registrars)	\$55,500
Total Elections	\$153,650
Sealer of Weights & Measures	
Salaries	\$30,400
Expenses	\$990
Total Sealer Weights/Meas.	\$31,390
Community Development	
Salaries	\$882,545
Expenses	\$80,900
Total Community Development	\$963,445
Total Budget Amount for Motion E	\$6,630,119
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2021	\$6,630,119

Motion for Article 8, Motion F: Committees and Commissions

Motion F: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the the multi-member board shown under the associated categories, said funds are to be expended under the direction of each multi-member board:

Finance Committee	
Expenses	\$32,800
Total Finance Committee	\$32,800
Commission on Disability	
Expenses	\$750
Total Commission on Disability	\$750
Natick Cultural Council	
Expenses	\$700
Total Natick Cultural Council	\$700
Historical Commission	
Expenses	\$750
Total Historical Commission	\$750
Historic District Commission	
Expenses	\$550
Total Historic District Commission	\$550
Affordable Housing Trust	
Expenses	\$80,000
Total Affordable Housing Trust	\$80,000
Total Budget Amount for Motion F	\$115,550
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2021	\$115,550
	\$115,550

Motions for Article 8, Motion G: Shared Expenses

Motion G: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of funding the accounts and funds shown below, said funds are to be expended under the direction of the following officials or committees:
Employee Fringe Benefits - Town Administrator; Property and Liability Insurance - Town Administrator; Contributory Retirement System Pension Liability - Collector/Treasurer; Non Contributory Retirement Pension Liability - Comptroller; Debt Service - Collector/Treasurer; Reserve Fund - Finance Committee; Facilities Management - Town Administrator & Superintendent of Public Schools.

INSURANCES & BENEFITS

Employee Fringe	
Other Personnel Services	\$16,938,091
Other Personnel Services - Merit / Performance	\$0
Total Employee Fringe	\$16,938,091

Property & Liability Insurance

Purchased Services	\$863,972
Total Prop. & Liab. Insurance	\$863,972

RETIREMENT

Contributory Retirement

Pension Assessment	\$10,825,274
Total Contributory Retirement	\$10,825,274

Non-Contributory Retirement

Pensions	\$18,121
Total Non-Contributory Retirement	\$18,121

DEBT SERVICE

Expenses	\$15,143,814
Total Debt Service	\$15,143,814

RESERVE FUND - FINANCE COMMITTEE

Expenses	\$250,000
Total Reserve Fund	\$250,000

FACILITIES MANAGEMENT

Facilities Management	
Salaries	\$2,847,824
Expenses	\$704,500
Total Facilities Management	\$3,552,324

Total Budget Amount for Motion G	\$47,591,596
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And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2021	\$16,591,811
State Aid	\$10,213,391
Local Receipts	\$12,531,078
Free Cash	\$2,000,000
Overlay Surplus	\$1,000,000
Title V Septic	\$0
Water-Sewer User Fees	\$2,697,486
Golf User Fees	\$55,090
Stabilization Fund	\$2,300,000
Premiums	\$80,578
School Building Assistance	\$122,162
	\$47,591,596

Motions for Article 8, Motion H: Water/Sewer Enterprise

Motion H1: (Requires majority vote)	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:	
Water & Sanitary Sewer Operations	
Salaries	\$2,150,495
Expenses	\$7,944,172
Total Sanitary Sewer	\$10,094,667
Utility Billing	
Salaries	\$106,497
Expenses	\$89,000
Total Utility Billing	\$195,497
Fringe Benefits	
Expenses	\$927,845
Total Employee Benefits	\$927,845
Water & Sewer Debt Service	
Principal	\$1,990,352
Interest	\$601,004
Total Debt Service	\$2,591,356
Water & Sewer Reserve Fund	
Expenses	\$200,000
Total W & S Reserve Fund	\$200,000
Total Budget Amount for Motion H1	\$14,009,365
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Water-Sewer User Fees	\$14,009,365

Motion H2: (Requires majority vote)- Water/Sewer Indirect Cost Allocations	
Move that the Town vote to APPROVE the following indirect cost allocations raised in the General Fund:	
PERCENTAGE ALLOCATIONS	TOTAL
DPW Administration	\$182,238
Engineering Services	\$336,060
Equipment Maintenance	\$456,329
Highway Sanitation Recycling	\$318,506
Facility Maintenance	\$87,559
Public Safety	\$169,146
Finance - Administration	\$251,406
Town Administration	\$190,572
Community Development	\$110,278
Information Technology	\$155,548
Procurement	\$32,760
Human Resources	\$5,968
Legal Services	\$76,815
Property & Liability Insurance	\$317,681
Utilities	\$52,685
Vehicle Fuel	\$153,000
Sub Total - General Fund	\$2,896,552
Water Sewer Staff Performing General Fund Functions	
GIS Services	-\$52,593
W/S Admin. Asst. - DPW	-\$29,101
W/S Admin. Asst. - Collector	-\$60,746
Snow and Ice Removal	-\$56,626
Subtotal - Water Sewer	-\$199,066
Total Water and Sewer Indirect Costs	\$2,697,486
And that the sum of \$2,697,486 appropriated in the General Fund be raised from the following source:	
Water-Sewer User Fees	\$2,697,486

Motions for Article 8 Motion I: Sassamon Trace Enterprise Fund

Motion I1: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:

Sassamon Trace Operations	
Salaries	\$325,924
Expenses	\$302,061
Total GC Operations	\$627,985
Sassamon Trace Fringe Benefits	
Other Personal Services	\$54,954
Other - Retirement Assessment	\$12,013
Total GC Fringe Benefits	\$66,967
Sassamon Trace Debt Service	
Principal	\$165,000
Interest	\$38,225
Total GC Debt Service	\$203,225
Golf Reserve Fund	
Expense	\$20,000
Total Golf Reserve Fund	\$20,000
Total Budget Amount for Motion I	\$918,177

And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2021	\$240,000
Golf User Fees	\$678,177
	\$918,177

Motion I2:(Requires Majority Vote)

Sassamon Trace Enterprise Fund Indirect Allocations

Move that the Town vote to APPROVE the following indirect cost allocations raised in the General Fund:

PERCENTAGE ALLOCATIONS	TOTAL
Public Works Administration	\$1,367
Equipment Maintenance	\$5,704
Highway, Sanitation, Recycling	\$1,062
Recreation	\$8,793
Land Facilities and Natural Resources	\$10,999
Public Safety	\$1,691
Finance	\$4,190
Town Administration	\$6,352
Procurement	\$328
Human Resources	\$657
Legal Services	\$1,280
Property & Liability Insurance	\$6,354
Utilities	\$3,763
Vehicle Fuel	\$2,550
Total Golf Indirect Costs	\$55,090

And that the Sum of \$55,090 appropriated in the General Fund be raised from the following source:

Golf User Fees	\$55,090
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Mr. Connolly moved seconded by Mr. Vance to separate out the motions for consideration. This motion will allow the motions to be considered separately but voted as one motion. *The motion for separate consideration failed (12-105-5). The consolidated main motion under Article 8 passed by a two-thirds vote (112-3-5).*

ARTICLE 10: Fiscal 2021 Morse Institute Library Budget (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Morse Institute Library, for Fiscal Year 2021 (July 1, 2020 through June 30, 2021); or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

By a vote of 12-0-0 on June 26, 2020 the Finance Committee recommended **favorable action** on the subject matter of Article 10.

Moved by Mr. Evans, seconded by Ms. Wollschlager

Motion for Article 10, FY 2021 Morse Institute Library Budget	
Motion: (Requires a majority vote)	
Move that the Town vote to appropriate the Total Budget Amount shown below to be expended under the direction of the Morse Institute Board of Trustees for the operation of the Morse Institute Library, for the Fiscal Year July 1, 2020 through June 30, 2021.	
Morse Institute Library	
Salaries	\$2,008,637
Expenses	\$348,975
Total Morse Institute Library	\$2,357,612
Total Budget Amount	\$2,357,612
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2021	\$2,357,612

The main motion under Article 10 passed unanimously (129-0-0).

ARTICLE 12: Fiscal 2021 Bacon Free Library Budget (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Bacon Free Library, for Fiscal Year 2021 (July 1, 2020 through June 30, 2021); or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

By a vote of 12-0-0 on June 26, 2020 the Finance Committee recommended **favorable action** on the subject matter of Article 11.

Moved by Mr. Evans, seconded by Ms. Wollschlager

Motion for Article 12, FY 2021 Bacon Free Library Budget	
Motion: (Requires a majority vote)	
Move that the Town vote to appropriate the Total Budget Amount shown below to be expended under the direction of the Bacon Free Library Maintenance Committee for the operation of the Bacon Free Library, for the Fiscal Year July 1, 2020 through June 30, 2021.	
Bacon Free Library	
Salaries	\$99,606
Expenses	\$82,700
Total Department of Public Works	\$182,306
Total Budget Amount for Motion C	\$182,306
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2021	\$182,306

The main motion under Article 12 passed by majority vote (126-1-1).

The Moderator thanked all the Deputy Moderators, the staff from Option Technology, Ms. North, the Town Administrator, the School Superintendent, the Natick High School staff, the Pegasus staff, Mr. Roche and the School IT department and Ms. Packer. There was a special thanks offered to the Moderator for making this virtual Town Meeting possible.

Moved by Mr. Sidney, seconded by Mr. Branson to dissolve the 2020 Spring Annual Town Meeting. ***The meeting dissolved at 3:10 PM.***

A record of the Second Session of
2020 Spring Annual Town Meeting
July 11, 2020

Diane Packer, Town Clerk

**WARRANT
SPECIAL TOWN MEETING #1
OCTOBER 20, 2020**

THE COMMONWEALTH OF THE MASSACHUSETTS

Middlesex, ss

To Any Constable of the Town of Natick in said County:
Greeting:

In the name of the Commonwealth of Massachusetts you are required to notify the qualified Town Meeting Members of the said Town of Natick to meet via remote participation on **Tuesday Evening October 20, 2020 at 7:30PM**, to act on the following Articles:

Article 1	Fiscal 2021 Omnibus Budget
Article 2	Town Meeting Funding
Article 3	Amend Town By-Laws: Amendment to Town By-law – Article 41A – Revolving Funds
Article 4	Stabilization Fund
Article 5	Operational/Rainy Day Stabilization Fund
Article 6	Capital Stabilization Fund
Article 7	Other Post-Employment Benefits (OPEB) Appropriation or Transfer of Funds
Article 8	Collective Bargaining
Article 9	Personnel Board Classification and Pay Plan
Article 10	PEG Access and Cable Related Fund
Article 11	Rescind Authorized, Unissued Debt
Article 12	Unpaid Bills
Article 13	Capital Equipment
Article 14	Capital Improvement
Article 15	Increase Gross Receipts for Eligibility for Property Tax Deferral Program
Article 16	Omnibus Financial Article
Article 17	Fox Hill Drive Sewer Betterment
Article 18	Report and Discuss Town Meeting Practices and Rules Committee
Article 19	FY20 and FY21 COVID-19 Related Expenses of Natick Public Schools
Article 20	Facilities Management Department (Cathi Collins et. al)

Given under our hands this 26th Day of August 2020.

s/ Jonathan H. Freedman
JONATHAN H. FREEDMAN
Chair

s/ Karen Adelman-Foster
KAREN ADELMAN-FOSTER
Vice Chair

s/ Richard P. Jennett, Jr.
RICHARD P. JENNETT, JR
Clerk

s/ Susan G. Salamoff
SUSAN G. SALAMOFF
Member

s/ Michael J. Hickey, Jr.
MICHAEL J. HICKEY, JR
Member

Select Board for the Town of Natick

2020 Special Town Meeting No. 1 Article Index			
		Title	Date Heard
Article	1	Fiscal 2021 Omnibus Budget	10/29
Article	2	Town Meeting Funding	10/29
Article	3	Amendment to By-law Article 41A: Revolving Funds	10/20
Article	4	Stabilization Fund	10/20
Article	5	Operational/Rainy Day Stabilization Fund	10/29
Article	6	Capital Stabilization Fund	10/22
Article	7	OPEB Appropriation or Transfer of Funds	10/29
Article	8	Collective Bargaining	10/22
Article	9	Personnel Board Classification and Pay Plan	10/22
Article	10	PEG Access and Cable Related Fund	10/22
Article	11	Rescind Authorized/Unissued Debt	10/22
Article	12	Unpaid Bills	10/22
Article	13	Capital Equipment	10/22
Article	14	Capital Improvement	10/22
Article	15	Increase Gross Receipts for Tax Deferral Program	10/24
Article	16	Omnibus Financial Article	10/24
Article	17	Fox Hill Drive Sewer Betterment	10/24
Article	18	Report & Discuss Town Meeting Practices and Rules Committee	10/24
Article	19	FY 20 and FY 21 COVID 19 Expenses for NPS	10/29
Article	20	Facilities Management Dept.	10/24

**2020 Special Town Meeting #1
Virtual Town Meeting
October 20, 2020
First Session**

The First Session of the 2020 Special Town Meeting #1 was held in a virtual/remote meeting and was called to order at 8:35 p.m. on October 20, 2020 by Frank Foss, Town Moderator. The Moderator declared a quorum present.

At the Moderator's suggestion Mr. Sidney moved, seconded by Ms. Gloff that in accordance with Chapter 92 of the Acts of 2020, Sections 8 and 17 (legislation related to municipal governance during the COVID-19 emergency), Town Meeting approve the use of video and telephone conferencing provided by www.zoom.com, www.vvoter.com and local user email software to conduct the 2020 Special Town Meeting #1. ***The motion passed by majority vote (130-2-0).***

Mr. Foss presented the Clerk with the official warrant signed by the Board of Selectmen with the officer's return thereon, which has been duly posted and noticed; the Moderator's request of the Select Board, dated August 14, 2020, regarding the use of video and telephonic conferencing; and the Select Board notice to the Town of Natick that the Board voted to permit the use of video and telephonic conferencing during 2020 Special Town Meeting #1. **These documents have been entered into the record without objection.**

The Moderator asked that any Town Meeting Members recently appointed, elected or who have not been sworn, raise their right hands to take the oath of office. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world and in memory of long-serving Town Meeting Member John Crisafulli.

The Moderator introduced the officials, working from home, Diane Packer, Town Clerk; and present in Natick High School, four Assistant Moderators, Craig Bystrynski; Carol Gloff; Patty Sciarra; and Rich Sidney. Also present were Linda Wollschlager, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel; Cindy Amara, Assistant Town Counsel; Jon Freedman, Chairman of the Select Board; Melissa Malone, Town Administrator; John Townsend, Deputy Town Administrator and Finance Director. At this time the Moderator swore in the Deputy Moderators.

The Moderator reviewed critical information pertaining to the virtual meeting. Town Meeting Members will be permitted to enter the Virtual Zoom Town Meeting and must change their Zoom icon names to indicate first their Precinct Number, their last name, then first name. Residents, taxpayers and interested parties will be permitted to enter the Virtual Town Meeting by calling 1-929-205-6099. The Virtual Meeting may be viewed by anyone who is not participating on Natick Pegasus Government Access Channel, Comcast Channel 9, RCN Channel 15 and Verizon 28 or an internet user may access Natick Pegasus Government Access Channel livestreaming through the www.natickpegasus.org website, www.natickpegasus.org/government-channel.html and click on text "livestream."

The Moderator reviewed the general rules and procedures of Town Meeting.

All residents and taxpayers of the town, and all town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however, they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval of Town Meeting Members.

The proceedings of Natick Town Meeting shall be governed by Town Meeting Time, the Natick Bylaws, the Town of Natick Home Rule Charter and the General Laws of the Commonwealth of Massachusetts. Motions shall be made and have precedence as listed in the table entitled "Precedence of Motions," found in the Natick Bylaws, the Town Meeting Member Handbook and Town Meeting Time.

All motions offered for the consideration of Town Meeting shall be in writing and sent to the following email address: moderator@natickma.com. All motions involving the expenditure of money shall be in writing and shall clearly and concisely include amounts for expenditures and funding sources, which may be examined and verified

by the Moderator and Town Counsel. All emailed written motions shall also include the maker's precinct number, last name, first name and Article number -including motion letter if applicable - and shall be presented in a compatible to MS Word text or file attached to said email. Should a motion not be presented to the Moderator in the prescribed format such motion will likely be "rejected as to form."

Town Meeting Members desiring to make a Point of Order, Question of Privilege or Question the Quorum motion shall either use the vvoter.com software or call the following telephone number: 508 231-6288.

The motion for the previous question shall not be entertained by the Moderator if three or more persons are seeking recognition, who have not previously spoken to the motion. Consistent with the Natick Bylaws, once a member is recognized, it has been the practice of Town Meeting Members to first ask a question(s), then propose a motion and/or debate the highest-ranking motion. No person shall speak upon an article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than five (5) minutes at one time without permission of Town Meeting. Once a speaker is called upon by the Moderator, the speaker's time will begin. Time expended asking questions will be considered part of the speaker's time, pursuant to the rules and Natick By-laws. Responses to the speaker's question will not be considered part of the speaker's allotted time. Each speaker will be limited to three questions, whether they are stated singularly or in a compound question, such will be responded to solely at the direction of the Moderator.

Registered voters residing in the Town wishing to participate in a remote town meeting should have submitted a request to participate to the Town Clerk not less than 48 hours in advance of town meeting. Upon receipt of the request and verification of the voter registration status, the clerk shall provide the requester instructions for participating in the remote town meeting.

The public, taxpayers, interested parties, including Town Department Heads, required to attend the VZTM may use the Zoom meeting participation function - raise their virtual hand - for the purpose of debate, providing professional opinion and answering Town Meeting Member questions so long as such relates to the current motion.

Any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of her or his interest or employment before speaking thereon.

Without objection, the preceding statements and rules are accepted as rules of the 2020 Special Town Meeting #1.

Moved by Mr. Sidney, seconded by Mr. Evans to waive reading the text of all 2020 Special Town Meeting #1 warrant articles and move to waive reading the text of motions, excluding amounts to be appropriate and sources of said amounts to be appropriated when motions are provided in the text of the recommendations of the Natick Finance Committee publications. ***The motion passed unanimously 128-0-2.***

The Moderator did not propose Enabling Motion or Consent Agenda Motion for consideration for two reasons: 1) there was a late filing of an amendment to change the process that is in the Enabling Motion. The Moderator did not accept that motion because it did not fall within the 48 hours for submission; and 2) because the motions in Consent Agenda dealt with financial articles, if there were any changes in the strategy or use of funds, Town Meeting Members should have all the options available. The Moderator did not suggest the motion, but the motion could be made. No motion was made for the Consent Agenda Motion nor the Enabling Motion.

The Moderator stressed the importance of advance communications about amendments and alternate motions which may be presented at Town Meeting, the Moderator and Town Clerk appreciated receiving draft motions 48 hours in advance. For the proceeding, it is requested that they be filed by email because of the Virtual Town Meeting. Any motion filed otherwise will either automatically recess Town Meeting, cause delay or may be rejected. The Moderator's role is to either accept a motion or rule it out of order. Complex motions which have not been reviewed by the Moderator the Clerk and also Town Counsel, in many cases, will likely delay Town Meeting or cause Town Meeting Members to postpone consideration of the current questions. Town Meeting will hear from Administration about motions that have been changed.

The Moderator urged the meeting to consider a postponement of certain articles so that Town Meeting Members can look over motions, understand them and make an appropriate decision. The Moderator suggested proceeding with Article 3, 4, 6, 8 through 18 and Article 20 under the Special Town Meeting and postponing consideration of The Moderator suggested postponing Articles 1, 2, 5, 7 and 19 until Thursday, October 22, 2020.

The Moderator asked Finance Committee to call a meeting to vet the new information and take into consideration any changes that have occurred. Ms. Wollschlager, Finance Committee Chair spoke to this issue and has posted a meeting for Thursday, October 22, 2020 to consider the revised motions for Articles 1, 5 and 19.

Ms. Malone, Town Administrator, spoke to the new information including the recently certified free cash number of \$6.6 million. Further information will be provided on Thursday, October 22, 2020. Mr. Townsend, Deputy Town Administrator of Finance also spoke to this issue.

Moved by Mr. Freedman, seconded by Mr. Evans to postpone consideration of Articles 1, 2, 5, 7 and 19 until October 22, 2020. Discussion ensued and concerns were raised that the date of October 22 would not provide enough time for the Finance Committee to review the information. Moved by Ms. Brunell, seconded by Mr. Coburn to amend postponement date to Saturday, October 24, 2020. Discussion ensued. Mr. Coburn moved, seconded by Mr. Sidney to move the question and close debate on the amendment. ***The motion to close debate passed by a two-thirds vote (126-4-2). The amendment to the postponement passed by majority vote (113-6-1). The amended postponement motion passed by majority vote (122-2-1).***

ARTICLE 3: AMEND TOWN BY-LAWS: Amendment to Town By-law – Article 41A – Revolving Funds (Town Administrator)

To see if the Town will vote to amend the Town of Natick By-laws Article 41A regarding Revolving Funds by: Striking Section 3 and inserting the following new section 3:

“Section 3 Periodic Review of Activity

Every department, board or committee of the Town maintaining or using a revolving or special fund, including but not limited to those listed below in Sections 4 – 13, shall submit annual by December 1st a report of activity of each revolving or special fund to the Select Board of the Town and the Finance Committee. Included in each report shall be the name of the fund, all activities supported by the fund, statutory authorization of the fund and the balance of the fund as of December 1st. Said reports shall be included in the Town Administrator’s Budget message and the report submitted by the Finance Committee. The Finance Committee shall consider the balance in the revolving or special fund, as part of their recommendation to Town Meeting regarding any proposed appropriation for the department maintaining said revolving fund.”

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	No Action
	QUANTUM OF VOTE:	11-0-0
	DATE VOTED:	September 1, 2020

MOTION: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town take **no action** on the subject matter of Article 3. ***The motion to take no action on the subject matter of Article 3 passed by majority vote (112-6-6).***

ARTICLE 4: Stabilization Fund (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for the purpose of supplementing the Stabilization Fund established under Article 22 of the warrant for Annual Town Meeting of 1961, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	No Action
	QUANTUM OF VOTE:	14-0-0
	DATE VOTED:	October 6, 2020

MOTION: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town take **no action** on the subject matter of Article 4. *The motion to take no action on the subject matter of Article 4 passed by majority vote (120-4-0).*

Mr. Sidney moved, seconded by Mr. Fishman to adjourn until 6:30 PM on Thursday, October 22, 2020. *The motion to adjourn until 6:30 PM on Thursday, October 22, 2020 passed (94-14-5). 2020 Special Town Meeting #1 adjourned at 10:15 p.m. on Tuesday, October 20, 2020.*

A record of the First Session of
2020 Fall Special Town Meeting #1
October 20, 2020

Diane Packer
Town Clerk

**2020 Special Town Meeting #1
Virtual Town Meeting
October 22, 2020
Second Session**

The Second Session of the 2020 Special Town Meeting #1 was held in a virtual/remote meeting and was called to order at 6:50 p.m. on October 22, 2020 by Frank Foss, Town Moderator. The Moderator declared a quorum present.

The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Second Session of 2020 Special Town Meeting #1. Consistent with previous approval of the use of video and telephone conferencing, Special Town Meeting #1 is being conducted as a Virtual Town Meeting.

The Moderator asked if there were any recently elected or appointed members that were not sworn in during the First Session of 2020 Special Town Meeting #1 on October 20, 2020. There were no new Town Meeting Members to be sworn.

The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf at home and abroad.

The Moderator introduced the officials, working from home, Diane Packer, Town Clerk; and present in Natick High School, Linda Wollschlager, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel; Cindy Amara, Assistant Town Counsel; Jonathan Freedman, Chairman of the Select Board; Melissa Malone, Town Administrator; Jamie Erickson, Deputy Town Administrator. Also present are four Assistant Moderators, Craig Bystrynski; Carol Gloff; Patty Sciarra; and Rich Sidney.

The Moderator reviewed the virtual meeting placement. Town Meeting Members will be permitted to enter the Virtual Zoom Town Meeting and must change their Zoom icon names to indicate first their Precinct Number, their last name, then first name. Residents, taxpayers and interested parties will be permitted to enter the Virtual Town Meeting by calling 1-929-205-6099. The Virtual Meeting may be viewed by anyone who is not participating on Natick Pegasus Government Access Channel, RCN Channel 15 and Verizon 28 or Comcast viewers or via livestreaming on www.natickpegasus.org/government-channel.html.

The Moderator reviewed the general rules and procedures of Town Meeting which had been accepted at a previous session of 2020 Special Town Meeting #1. All residents and taxpayers of the town and all town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however, they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval of Town Meeting Members. All motions offered for the consideration at Town Meeting shall be in writing and sent to the following email address: moderator@natickma.org.

Consistent with the Natick Bylaws, once a person is recognized, it is the practice that the Speaker will first ask a question(s) and then debate the highest-ranking motion. Only Town Meeting Members can make a motion and they should do so after they have asked their questions and before they start debate. No person shall speak more than five (5) minutes at one time without permission of Town Meeting.

Any person having a monetary or equitable interest in any matter under discussion at Town Meeting, and any person employed by another having such an interest, shall disclose the fact of her or his interest or employment before speaking on the motion.

Moved by Mr. Coburn, seconded by Mr. Sidney that when the affirmative vote reported by the initial electronic voting poll is either at least 20 votes above the level required for passage of a motion or at least 20 votes below the level required for passage, the Moderator shall in the interest of time dispense with the scrolling of the votes, and further that when the scrolling is thus not conducted the vote shall be recorded in the minutes only in the aggregate, without individual members' votes noted.

Moved by Ms. Foss, seconded by Mr. Sidney to move the question and close debate. *The motion to close debate passed by two-thirds vote (105-9-3). The procedural motion failed (47-72-2).*

Moved by Mr. Griesmer, seconded by Mr. Sidney to postpone consideration of Article 16 until immediately after consideration of Article 18. *The motion passed (119-2-3).*

ARTICLE 6: Capital Stabilization Fund (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for the purpose of supplementing the Capital Stabilization Fund established under Article 2 of the warrant for Fall Annual Town Meeting of 2010, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	No Action
	QUANTUM OF VOTE:	13-0-0
	DATE VOTED:	October 6, 2020

MOTION: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town take **no action** on the subject matter of Article 6. *The motion to take no action on Article 6 passed by majority vote (119-4-2).*

ARTICLE 8: Collective Bargaining (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide, to implement any Collective Bargaining Agreements between the Town Natick and any recognized bargaining units of the Town; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	No Action
	QUANTUM OF VOTE:	10-0-0
	DATE VOTED:	September 24, 2020

MOTION: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town take **no action** on the subject matter of Article 8.

Ken Noonan, Vice President of Local 1116, spoke to the motion. *The motion to no action on Article 8 passed by majority vote (101-13-9).*

ARTICLE 9: Personnel Board Classification and Pay Plan (Town Administrator)

To see if the Town, pursuant to the authority contained in Section 108A of Chapter 41 of the General Laws, will vote to amend Article 24 of the Natick Town By-Laws, specifically the Classification and Pay Plan referenced in Section 3, paragraph 3.10 therein, by adding, deleting or amending position titles; reclassifying positions to a different Grade; and/or effecting changes in the salary ranges as presently established; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	No Action
	QUANTUM OF VOTE:	13-0-0
	DATE VOTED:	October 6, 2020

MOTION: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town take **no action** on the subject matter of Article 9. *The motion to take no action on Article 9 passed by majority vote (115-3-2).*

ARTICLE 10: PEG Access and Cable Related Fund (Town Administrator)

To see what sum of money the Town will vote to appropriate from the PEG Access and Cable Related Fund, established by vote of 2019 Special Town Meeting #1 under Article 1, as authorized by Chapter 44, Section 53F ¾ of the General Laws, as amended, to fund PEG access programming, as well as certain other municipal cable related expenses; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	11-0-0
	DATE VOTED:	September 29, 2020

MOTION: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to appropriate from the PEG Access and Cable Related Fund, established by vote of 2019 Special Town Meeting #1 under Article 1, as authorized by Chapter 44, Section 53F3/4 of the General Laws, as amended, the sum of \$158,185.44 to fund PEG access programming and for other related purposes.

Mr. Townsend, Deputy Town Administrator of Finance spoke to this motion. *The motion under Article 10 passed by majority vote (123-1-0).*

ARTICLE 11: Rescind Authorized, Unissued Debt (Town Administrator)

To see if the Town will vote to rescind the authorization for unissued debt that has been determined is no longer needed for the completion of various projects; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	No Action
	QUANTUM OF VOTE:	11-0-0
	DATE VOTED:	September 29, 2020

MOTION: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town take **no action** on the subject matter of Article 11. *The motion to take no action on Article 11 passed by majority vote (127-1-0).*

ARTICLE 12: Unpaid Bills (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide for the payment of unpaid bills of previous years, incurred by the departments, boards and officers of the Town of Natick; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	No Action
	QUANTUM OF VOTE:	13-0-0
	DATE VOTED:	October 6, 2020

MOTION: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town take **no action** on the subject matter of Article 12. *The motion to take no action on Article 12 passed by majority vote (121-4-1).*

ARTICLE 13: Capital Equipment (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, borrow, transfer from available funds or otherwise provide as may be required for capital equipment for the various departments of the Town of Natick; to determine whether this appropriation shall be raised by borrowing or otherwise; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION – MOTION A

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	11-0-0
	DATE VOTED:	September 29, 2020

MOTION A: (two-thirds vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to appropriate the sum of \$1,284,627 to be expended as follows:

- Under the direction of the Community & Economic Development Department for the purpose of purchasing a Cloud Based Permitting System;
- Under the direction of the Facilities Management Department for the purpose of:
 - UPS Battery Replacement at the Police Station,
 - Upgrade HVAC Controls Systems at the Senior Center,
 - Upgrade Chiller Controls at the Morse Institute Library,
 - Engineering for HVAC Controls Upgrade at the Police and Fire Stations,
 - Engineering for Roof Top Units Replacement at Wilson Middle School, and
 - Purchase of Projector Replacements at Natick High School;
- Under the direction of the Fire Department for the purpose of:
 - Purchasing of Defibrillator, and
 - Purchasing of Turnout Gear;
- Under the direction of the Police Department for the purpose of:
 - Purchasing of Level Meter for Service of Radio System;
 - Purchasing of cruiser replacement vehicles; and
- Under the direction of the Department of Public Works for the purpose of purchasing replacement dumpsters;

all individually shown as items 1 through 12 in Table A below, and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow \$1,284,627 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$1,284,627 in principal amount and that the Town Administrator with the approval of the Select Board is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Table A

Item #	DEPARTMENT	PROJECT TITLE	Funding Source	Amount
1	Community & Economic Development	Cloud-based, online permitting system	Tax Levy Borrowing	\$ 300,000
2	Facilities Management	Police Station - UPS Battery Replacement	Tax Levy Borrowing	\$ 10,000
3	Facilities Management	Senior Center - Upgrade HVAC Controls System	Tax Levy Borrowing	\$ 25,000
4	Facilities Management	Morse Library - Upgrade Chiller Controls	Tax Levy Borrowing	\$ 35,000
5	Facilities Management	Police/Fire Station - Engineering for HVAC Controls Upgrade	Tax Levy Borrowing	\$ 50,000
6	Facilities Management	Wilson Middle School - Engineering for Roof Top Units Replacement	Tax Levy Borrowing	\$ 50,000
7	Facilities Management	Natick High School - Projector Replacement Project	Tax Levy Borrowing	\$ 330,000
8	Fire Department	Defibrillator Purchase	Tax Levy Borrowing	\$ 90,000
9	Fire Department	Turnout Gear	Tax Levy Borrowing	\$ 240,000
10	Police Department	Cruiser Replacement (2 Vehicles)	Tax Levy Borrowing	\$ 130,000
11	Police Department	Level Meter for Service of Radio System	Tax Levy Borrowing	\$ 5,627
12	Public Works Highway	Replace Dumpsters	Tax Levy Borrowing	\$ 19,000
TOTAL				\$1,284,627

Ms. Malone, Town Administrator, spoke to the motion. Mr. Errickson, Deputy Town Administrator of Operations, gave a presentation on Articles 13 and 14. *Motion A under Article 13 passed by two-thirds vote (113-4-1).*

FINANCE COMMITTEE RECOMMENDATION – MOTION B

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	15-0-0
	DATE VOTED:	October 1, 2020

MOTION B: (two-thirds vote required)

Motion B was moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to appropriate the sum of \$200,000 to be expended under the direction of the Department of Public Works for the purpose of Replacing Vehicle 606 (W-17) F-450 w/Crane, individually shown as item 1 in the Table B below and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow \$200,000 under Massachusetts General Laws Chapter 44, Section 7(1), as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$200,000 in principal amount and that the Town Administrator with the approval of the Select Board is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Table B

Item	Department	Project Title	Source	Amount
1	Public Works Water/Sewer	Replacing Vehicle 606 (W-17) F-450 w/Crane	Water/Sewer Borrowing	\$ 200,000
Total				\$ 200,000

Mr. Errickson spoke to the motion. *Motion B under Article 13 passed by two-thirds vote (110-1-0).*

FINANCE COMMITTEE RECOMMENDATION – MOTION C

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	11-0-0
	DATE VOTED:	September 29, 2020

MOTION C: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to appropriate the sum of \$240,000 to be expended under the direction of the Department of Public Works for the purpose of

- Replace Vehicle 609 (W-21) Call Truck, and
- VFD's (variable frequency drive) for Water Pumps,

individually shown as items 1 and 2 in the Table C below, and that to meet this appropriation the sum of \$240,000 be raised from Water/Sewer retained earnings.

Table C

Item	Department	Project Title	Source	Amount
1	Public Works Water/Sewer	REPLACE VEHICLE 609 (W-21) CALL TRUCK	W/S Retained Earnings	\$ 90,000
2	Public Works Water/Sewer	VFD'S FOR WATER PUMPS	W/S Retained Earnings	\$ 150,000
Total				\$ 240,000

Mr. Errickson spoke to the motion. *Motion C under Article 13 passed by majority vote (107-6-1).*

FINANCE COMMITTEE RECOMMENDATION – MOTION D

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	15-0-0
	DATE VOTED:	October 1, 2020

MOTION D: (two-thirds vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to appropriate the sum of \$80,000 to be expended under the direction of the Community Services - Recreation & Parks – Sassamon Trace Golf Course for the purpose of:

- Rough Mower, and
- HD (Heavy Duty) Utility Vehicle

individually shown as items 1 and 2, in Table D below, and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow \$80,000 under Massachusetts General Laws Chapter 44, Section 7(1), as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$80,000 in principal amount and that the Town Administrator with the approval of the Select Board is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Table D

Department	Project Title	Source	Amount
Community Services - Recreation & Parks - Golf Course	Rough Mower	Golf Course Borrowing	\$ 50,000
Community Services - Recreation & Parks - Golf Course	HD Utility Vehicle	Golf Course Borrowing	\$ 30,000
Total:			\$ 80,000

Motion D under Article 13 passed by two-thirds vote (102-11-2).

ARTICLE 14: Capital Improvement (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, borrow, transfer from available funds or otherwise provide to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick, to add new physical infrastructure, or to improve community assets; and, further, to determine whether this appropriation shall be raised by borrowing or otherwise; or to otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION – MOTION A

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	11-0-0
	DATE VOTED:	September 29, 2020

MOTION A: (two-thirds vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to appropriate the sum of \$954,500 to be expended as follows:

- Under the direction of Community Services - Recreation & Parks for the purposes of:
 - Historical Monument Restoration, and
 - Cole Center Playground Enhancements;
- Under the direction of Facilities Management for the purposes of Fire Station #1 Replace Bay Roll Up Doors;
- Under the direction of Information Technology for the purposes of Munis Cloud Migration;
- Under the direction of Department of Public Works for the purposes of:
 - Complete Streets Priority Plan Update,
 - Replacement “Pine Grove Park” retaining Wall – design work,
 - Guardrails,
 - Tree inventory,

- Tree Replacement, and
- Park and Field Renovations;

• Under the direction of the Select Board/Town Administrator for the purposes of Route 27 North Main Street Project – Construction Oversight and Non-Participating Items, and

• Under the direction of the Town Administrator for the purposes of completing a space and building needs analysis – Cole, East, 5 Auburn;

all individually shown as items 1 through 12 in Table A below, and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow \$954,500 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$954,500 in principal amount and that the Town Administrator with the approval of the Select Board is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Table A

Item #	DEPARTMENT	PROJECT TITLE	Funding Source	Amount
1	Community Services - Recreation & Parks	Historical Monument Restoration	Tax Levy Borrowing	\$ 10,000
2	Community Services - Recreation & Parks	Cole Center Playground Enhancements	Tax Levy Borrowing	\$ 30,000
3	Facilities Management	Fire Station # 1 - Replace Bay Roll Up Doors	Tax Levy Borrowing	\$ 240,000
4	Information Technology	Munis Cloud Migration	Tax Levy Borrowing	\$ 150,000
5	Public Works Engineering	Complete Streets Priority Plan Update	Tax Levy Borrowing	\$ 35,500
6	Public Works Engineering	Replacement "Pine Grove Park" Retaining Wall -- design work	Tax Levy Borrowing	\$ 50,000
7	Public Works Highway	Guardrails (Various Locations)	Tax Levy Borrowing	\$ 14,000
8	Public Works Lnd Fac/Nat Res	Tree Inventory	Tax Levy Borrowing	\$ 10,000
9	Public Works Lnd Fac/Nat Res	Tree Replacement	Tax Levy Borrowing	\$ 30,000
10	Public Works Lnd Fac/Nat Res	Park and Field Renovations	Tax Levy Borrowing	\$ 175,000
11	Select Board/TA	Route 27 N. Main Street Project - Construction Oversight & Non Participating Items	Tax Levy Borrowing	\$ 110,000
12	Town Administrator	Space & Building needs analysis - Cole, East, 5 Auburn	Tax Levy Borrowing	\$ 100,000
TOTAL				\$ 954,500

Mr. Errickson spoke to the motion. *Motion A under Article 14 passed by two-thirds vote (112-3-0).*

FINANCE COMMITTEE RECOMMENDATION – MOTION B

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	15-0-0
	DATE VOTED:	October 1, 2020

Motion B: (two-thirds vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to appropriate the sum of \$3,930,000 to be expended under the direction of the Department of Public Works for the purpose of:

- Replacement of Springvale Water Air Stripper Media,
- High Lift, H&T Building Modifications Springvale,
- Replacement of Ground Water Wells, and
- Water Main Relining/Replacement

individually shown as items 1 thru 4, in Table B below, and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow \$3,930,000 under Massachusetts General Laws Chapter 44, Sections 7 & 8, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$3,930,000 in principal amount and that the Town Administrator with the approval of the Select Board is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Table B

Item	Department	Project Title	Source	Amount
1	Public Works Water/Sewer	SPRINGVALE WTR AIR STRIPPER MEDIA REPLACEMENT	Water/Sewer Borrowing	\$ 380,000
2	Public Works Water/Sewer	HIGH LIFT, H&T BUILDING MODIFICATIONS SPRINGVALE	Water/Sewer Borrowing	\$ 450,000
3	Public Works Water/Sewer	REPLACE GROUND WATER WELLS	Water/Sewer Borrowing	\$ 500,000
4	Public Works Water/Sewer	WATER MAIN RELINING / REPLACEMENT	Water/Sewer Borrowing	\$ 2,600,000
Total:				\$ 3,930,000

Mr. Errickson spoke to the motion. *Motion B under Article 14 passed by two-thirds vote (113-0-2).*

FINANCE COMMITTEE RECOMMENDATION – MOTION C

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	11-0-0
	DATE VOTED:	September 29, 2020

Motion C: (majority vote required)

Move that the Town vote to appropriate the sum of \$150,000 to be expended under the direction of the Department of Public Works for the purpose of Water Distribution Systems Enhancements, and that to meet this appropriation the sum of \$150,000 be raised from Water/Sewer retained earnings.

Mr. Errickson spoke to the motion. *Motion C under Article 14 passed by majority vote (114-0-0).*

FINANCE COMMITTEE RECOMMENDATION – MOTION D

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	11-0-0
	DATE VOTED:	September 29, 2020

Motion D: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to appropriate the sum of \$24,984.90 to be expended under the direction of the Department of Public Works for the purpose of supplementing roadway and sidewalk improvements, and that to meet this appropriation the sum of \$24,984.90 be raised from Transportation Network Funds in accordance with Chapter 187 of the Acts of 2016.

Mr. Errickson spoke to the motion. *Motion D under Article 14 passed by majority vote (115-2-0).*

FINANCE COMMITTEE RECOMMENDATION – MOTION E

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	11-0-0
	DATE VOTED:	September 29, 2020

Motion E: (two-thirds vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to appropriate the sum of \$2,500,000 to be expended under the direction of the Department of Public Works for the purpose of completing sewer main rehabilitation, and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow \$2,500,000 under Massachusetts General Laws Chapter 44, Section 8, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$2,500,000 in principal amount and that the Town Administrator with approval of the Select Board is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount, and

that the Select Board is authorized to accept one or more grants or gifts from the Massachusetts Water Resource Authority or any other public or private funding source for the purposes of this article.

Mr. Errickson spoke to this motion. *Motion E under Article 14 passed by two-thirds vote (110-1-1).*

FINANCE COMMITTEE RECOMMENDATION – MOTION F

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	11-0-0
	DATE VOTED:	September 29, 2020

Motion F: (two-thirds vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to appropriate the sum of \$700,000 to be expended under the direction of the Department of Public Works for the purpose of sewer collection system repairs and maintenance, and that to meet this appropriation the sum of \$700,000 be raised from the I & I Stabilization Fund.

Mr. Errickson spoke to this motion. *Motion F under Article 14 passed by two-thirds vote (114-0-0).*

FINANCE COMMITTEE RECOMMENDATION – MOTION G

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	10-1-0
	DATE VOTED:	September 29, 2020

Motion G: (two-thirds vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to transfer the sum of \$450,000 to be expended under the direction of the Town Administrator for the purpose of 90 Oak Street Contamination Clean-up & Park Amenities (the former East School Park), originally appropriated pursuant to Article 13, Motion B of the 2017 Spring Annual Town Meeting to pay costs of the Cole Center Roof Replacement, which amount is no longer needed to complete the project for which it was originally borrowed.

Mr. Errickson spoke to this motion. *Motion G under Article 14 passed by two-thirds vote (111-1-0).*

FINANCE COMMITTEE RECOMMENDATION – MOTION H

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	11-0-0
	DATE VOTED:	September 29, 2020

Motion H: (two-thirds vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to appropriate the sum of \$1,875,000 to be expended under the direction of the Department of Public Works to pay costs of making improvements to roadways and sidewalks, and that to meet this appropriation the Town authorize the following:

- a) the Treasurer with the approval of the Select Board is authorized to borrow \$1,328,601 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$1,328,601 in principal amount and that the Town Administrator with the approval of the Select Board is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in

accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

And

- b) transfer from the balances listed below the sum of \$546,399:
- Under Article 15 Motion B of the 2016 Spring Annual Town Meeting in the amount of \$155,611, to pay costs of replacing sidewalks at Brown and Wilson
 - Under Article 36 Motion B of the 2014 Spring Annual Town Meeting in the amount of \$285,000 to pay costs of Pond Street sidewalk and guardrail replacement
 - Under Article 14 Motion B of the 2013 Spring Annual Town Meeting in the amount of \$105,788, to pay costs of retaining wall – Pond and Cemetery
which amounts are no longer needed for the projects for which they were originally borrowed.

Mr. Errickson spoke to this motion. *Motion H under Article 14 passed by two-thirds vote (109-7-0).*

Ms. Sciarra moved, seconded by Mr. Sidney, to adjourn. *The motion to adjourn until Saturday, October 24, 2020 at 1:00 p.m. passed by two-thirds vote (92-14-2). The meeting adjourned at 10:25 p.m.*

A record of the Second Session of
2020 Fall Special Town Meeting #1
October 22, 2020

Diane Packer, Town Clerk

**2020 Special Town Meeting #1
Virtual Town Meeting
October 24, 2020
Third Session**

The Third Session of the 2020 Special Town Meeting #1 was held in a virtual/remote meeting and was called to order at 1:05 p.m. on Saturday, October 24, 2020 by Frank Foss, Town Moderator. The Moderator declared a quorum present.

The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Third Session of 2020 Special Town Meeting #1. Consistent with previous approval of the use of video and telephone conferencing, Special Town Meeting #1 is being conducted as a Virtual Town Meeting.

The Moderator asked if there were any recently elected or appointed members that were not sworn in previously. There were no new Town Meeting Members. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf at home and abroad.

The Moderator introduced the officials, Linda Wollschlager, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel; Cindy Amara, Assistant Town Counsel; Jon Freedman, Chair, Select Board; Karen Adelman-Foster, Vice Chair, Select Board; Melissa Malone, Town Administrator; John Townsend, Deputy Town Administrator. Also present are four Assistant Moderators, Craig Bystrynski; Carol Gloff; Patty Sciarra; and Rich Sidney. Working from home, Diane Packer, Town Clerk; and present in Natick High School, Jamie Errickson, Deputy Town Administrator.

The Moderator reviewed the virtual meeting placement. Town Meeting Members will be permitted to enter the Virtual Zoom Town Meeting and must change their Zoom icon names to indicate first their Precinct Number, their last name, then first name. The Virtual Meeting may be viewed by anyone who is not participating on Natick Pegasus Government Access Channel, Comcast 9, RCN 15 and Verizon 28. Residents, taxpayers and interested parties will be permitted to enter the Virtual Town Meeting by calling 1-929-205-6099. The proceedings can also be watched on the Natick Pegasus Government Access Channel streamed live at natickpegasus.org/government-channel and click "livestreaming" on.

The Moderator reviewed the general rules and procedures of Town Meeting which had been accepted at a previous session of 2020 Special Town Meeting #1. All residents and taxpayers of the town and all town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however, they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval of Town Meeting Members. All motions offered for the consideration at Town Meeting shall be in writing and sent to the following email address: moderator@natickma.org.

Consistent with the Natick Bylaws, once a person is recognized, it is the practice that the Speaker will first ask a question(s) and then debate the highest-ranking motion. Only Town Meeting Members can make a motion and they should do so after they have asked their questions and before they start debate. No person shall speak more than five (5) minutes at one time without permission of Town Meeting.

Any person having a monetary or equitable interest in any matter under discussion at Town Meeting, and any person employed by another having such an interest, shall disclose the fact of her or his interest or employment before speaking on the motion.

The Moderator requested that Town Meeting permit town administrators to provide a presentation regarding fiscal matters. The Moderator allotted a half hour for the administration to present information and a half hour for Town Meeting Members to ask questions regarding the presentation. If a Town Meeting member is planning to submit any amendments or alternative motions the Moderator requests that they are presented at that time or emailed to moderator@natickma.org. Following that there are two options: Option 1, postpone consideration of Articles 1, 2, 5, 7 and 19 until Thursday, October 29, 2020; or, Option 2, consider Articles 1, 2, 5, 7 and 19 today. The Moderator suggested that postponement might be better because of the unexpected amount of information that is being presented. The Finance Committee is scheduled to meet on Tuesday, October 27, 2020 to review the updated information and motions. This will provided Town Meeting members enough time to be able to review them and to be able to submit any alternative motions and/or amendments. In addition, this will provide an opportunity for town counsel, town administration, school administration and/others to review the amendments/alternative motions to assure that they are appropriate and within the scope of the article.

Ms. Malone, Town Administrator; John Townsend, Deputy Town Administrator and Finance Director made a presentation to Town Meeting. Ms. Malone, provided high-level background for new motions on Articles 1, 5 and 7. Jonathan Freedman, Chair, Select Board, spoke to the Board's unanimous vote to support the updated proposal from Town Administration with respect to Article 1. The Select Board voted to support favorable action, as proposed by the Administration, on Article.

Moved by Mr. Griesmer, seconded by Mr. Sidney to postpone consideration of Articles 1, 2, 5, 7 and 19 until the first order of business on Thursday, October 29, 2020. *The motion to postpone consideration of Articles 1, 2, 5, 7 and 19 passed by majority vote 100-12-3.*

ARTICLE 15: Increase Gross Receipts For Eligibility for Property Tax Deferral Program (Select Board)

To see if the Town will vote to increase the maximum qualifying gross receipts from all sources which an eligible person may have as exempt from property taxes in the prior calendar year, to be eligible to defer property taxes under G.L. c. 59§ 5, Clause 41A; however such maximum qualifying gross receipts amount shall not exceed the amount of income determined by the commissioner of revenue for the purposes of subsection (k) of Section 6 of Chapter 62 for a single person who is not a head of household. Such increase to be effective for deferrals granted for taxes assessed for any fiscal year beginning on or after July 1, 2020; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	No Action
	QUANTUM OF VOTE:	11-0-0
	DATE VOTED:	September 29, 2020

MOTION: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town take **no action** on the subject matter of Article 15. *The motion to take no action on Article 15 passed by majority vote (112-4-0).*

ARTICLE 18: Report and Discuss Town Meeting Practices and Rules Committee (Town Meeting Practices and Rules Committee)

To see what action(s) the Town will take to:

- 1) Hear and discuss a report from the Town Meeting Practices and Rules Committee;
- 2) Approve, accept and or adopt a revised Town Meeting Member Handbook;
- 3) Extend the term of the Town Meeting Practices and Rules Committee;
- 4) Appropriate monies or transfer from available funds for the work of the Town Meeting Practices and Rules Committee;

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	8-0-0
	DATE VOTED:	September 10, 2020

MOTION: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager to:

- 1) Hear and discuss a report from the Town Meeting Practices and Rules Committee;
- 2) Extend the term of the Town Meeting Practices and Rules Committee through Fall 2021 Town Meeting; and
- 3) Appropriate \$5,000 from free cash for printing the final copies of the revised Town Meeting Member Handbook.

Mr. Griesmer, Chair of Town Meeting Practices and Rules Committee, made a presentation on Article 18. ***The main motion under Article 18 passed by majority vote (106-5-4).***

**ARTICLE 16: Omnibus Financial Article (Town Meeting Practices and Rules Committee)
Town Agencies, Personnel Pay Plan and Elected Officials:**

To determine what sum of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest during Fiscal Year 2021 (July 1, 2020 to June 30, 2021), and to provide for a reserve fund for Fiscal Year 2021; or to otherwise act thereon.

To see if the Town, pursuant to the authority contained in Section 108A of Chapter 41 of the General Laws, will vote to amend the by-laws by adding to Article 24, Section 3, a new paragraph deleting certain position titles, adding new position titles and effecting changes in the salary ranges as presently established; or otherwise act thereon.

To see if the Town will vote to fix the salary and compensation of all elected officers of the Town of Natick for Fiscal Year 2021 (July 1, 2020 through June 30, 2021) as provided by Section 108 of Chapter 41 of the General Laws, as amended; or otherwise act thereon.

Libraries:

To see what sum of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Morse Institute Library, for Fiscal Year 2021 (July 1, 2020 through June 30, 2021); or otherwise act thereon.

To see what sum of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Bacon Free Library, for Fiscal Year 2021 (July 1, 2020 through June 30, 2021); or otherwise act thereon.

School Bus Transportation and Revolving Funds

To see if the Town will vote to appropriate and raise, or transfer from available funds, a sum of money for the purpose of operation and administration of the school bus transportation system, and to reduce or offset fees charged for students who elect to use the school bus transportation system for transportation to and from school, for Fiscal Year 2021 (July 1, 2020 through June 30, 2021); or otherwise act thereon.

To see if the Town will vote on the limit on the total amount that may be expended from each revolving fund established pursuant to Chapter 44 section 53E ½ of the General Laws and Town by-law; or otherwise act thereon.

Capital

To see if the Town will vote to appropriate and raise, borrow or otherwise provide, a sum of money as may be required for capital equipment for the various departments of the Town of Natick; to determine To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or

otherwise provide for the purpose of supplementing the Stabilization Fund established under Article 22 of the warrant for Annual Town Meeting of 1961, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

To see if the Town will vote to appropriate and raise, borrow or otherwise provide, a sum of money to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick, to add new physical infrastructure, or to improve community assets; and, further, to determine whether this appropriation shall be raised by borrowing or otherwise; or to otherwise act thereon.

Stabilization Funds, OPEB and PEG

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for the purpose of supplementing the Stabilization Fund established under Article 22 of the warrant for Annual Town Meeting of 1961, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the Capital Stabilization Fund established under Article 2 of the warrant for Fall Annual Town Meeting of 2010, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the Operational Stabilization Fund established by vote of the 2011 Spring Annual Town Meeting under Article 4, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the Inflow & Infiltration Stabilization Fund established under Article 30 of the warrant for the Spring Annual Town Meeting of 2014, as authorized by Chapter 40, Section 5B of the General Laws, as amended, or otherwise act thereon.

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the FAR Bonus Stabilization Fund established under Article 24 of the warrant for the Fall Annual Town Meeting of 2015, as authorized by Chapter 40, Section 5B of the General Laws, as amended, or otherwise act thereon.

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for, the Other Post-Employment Benefits Liability Trust Fund established pursuant to the provisions of Chapter 32B, Section 20 of the General Laws as amended by section 15 of Chapter 218 of the Acts of 2016; or otherwise act thereon.

To see what sum of money the Town will vote to appropriate from the PEG Access and Cable Related Fund, established by vote of 2019 Special Town Meeting #1 under Article 1, as authorized by Chapter 44, Section 53F ³/₄ of the General Laws, as amended, to fund PEG access programming, as well as certain other municipal cable related expenses; or otherwise act thereon.

Unpaid Bills

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide for the payment of unpaid bills of previous years, incurred by the departments, boards and officers of the Town of Natick; or otherwise act thereon.

whether this appropriation shall be raised by borrowing or otherwise;
or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	Referral to Town Administrator
	QUANTUM OF VOTE:	10-0-0
	DATE VOTED:	September 24, 2020

MOTION: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager to refer the subject matter of Article 16 to the Town Administrator with the request that the format of Article 16 be considered for the format for financial articles for future Town Meetings beginning with 2021 Spring Annual Town Meeting.

Mr. Griesmer, Chair of Town Meeting Practices and Rules Committee, made a presentation on Article 16.

Mr. Coburn moved, seconded by Mr. Sidney, to move the question and close debate on this motion. *The motion to move the question and close debate on Article 16 passed by a two-thirds vote (112-0-1). The main motion under Article 16 passed by majority vote (115-1-0).*

ARTICLE 17: Fox Hill Drive Sewer Betterment (Town Administrator)

To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide a sum of money for the construction of Town sanitary sewer to service the area of Fox Hill Drive; to determine whether this appropriation shall be raised by borrowing or otherwise; such work to be performed and betterments to be assessed in accordance with applicable Massachusetts law and the Town of Natick By-Laws, Article 71; and to authorize the Select Board to acquire by purchase, eminent domain or otherwise, easements for utility purposes to permit the installation of Town sewer pipe and a sewer pump station for Fox Hill Drive, and service connections from said sewer pipe, and to allow the repair maintenance thereof;

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	9-0-0
	DATE VOTED:	September 24, 2020

MOTION: (two-thirds vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town raise and appropriate \$1,131,900 to be expended under the Department of Public Works for the purpose of constructing Town sanitary sewer to service the area of Fox Hill Drive 25% of this amount to be transferred from the Water/Sewer Enterprise Fund, and 75% of this amount to be raised by assessment on the homeowners on Fox Hill Drive in equal amounts, pursuant to Article 71 of the Town of Natick By-Laws; and to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$1,131,900 under Massachusetts General Laws Chapter 44, Section 8, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$1,131,900 in principal amount and that the Town Administrator with the approval of the board of Selectmen is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount. Further to authorize the Board of Selectmen to assess betterments in accordance with applicable Massachusetts law and the Town of Natick By-Laws, Article 71; to acquire by purchase, eminent domain or otherwise, easements for utility purposes to permit the installation of Town sewer pipe and a sewer pump station for Fox Hill Drive, and service connections from said sewer pipe, and to allow the repair and maintenance thereof; and to take any action necessary to carry out this program.

Ms. Malone, Town Administrator spoke to this article. *The motion under Article 17 passed by two-thirds vote (114-1-0).*

ARTICLE 20: Facilities Management Department (Cathi Collins et. al)

To see what action(s) the Town will take, under M.G.L. c.71 §37M or any other authority, vote or action, regarding the joint facilities arrangement, so called, between the Natick Public Schools and the Town of Natick General Government including but not limited to the following:

- A) to rescind, to unwind, revoke, reorganize and/or realign any or all parts of said joint facilities arrangement and/or any authorization(s) for same, including but not limited, to votes of Town Meeting under Article 32 of 2010 Fall Annual Town Meeting, under Article 2 of 2012 Spring Annual Town Meeting or under any other Article of any Town Meeting;
- B) to determine the effective date(s) of such rescission, unwinding, revocation, reorganization and/or realignment;
- C) to determine, if necessary and/or advisable, whether the scope of such rescission, unwinding, revocation, reorganization and/or realignment shall include all or parts of facilities maintenance and management (i.e. without limitation buildings, structures, grounds, other facilities, facilities related expenditures, equipment, software, licenses, documents, records and/or contracts) and/or to determine the extent of the scope of any such rescission, unwinding, revocation, reorganization and/or realignment
- D) to determine what specific facilities and/or categories of facilities maintenance and management and/or specific facilities maintenance and management expenditures and/or categories of facilities maintenance and management expenditures (including without limitation payroll, contract services, electricity, fuel etc.) shall be under the facilities management responsibility, authority, care, custody and/or control of the Natick Public Schools especially, but not necessarily, if such responsibility, authority, care, custody and/or control is not already established and/or to clarify and/or to transfer responsibility, authority, care, custody and control of any school related facility to the Natick Public Schools or School Committee;
- E) to provide authorization for the Natick Public Schools and/or to raise, appropriate and/or transfer from available funds to be added to the Natick Public Schools budget for the remainder of FY 2021 or all of FY 2021 to provide the resources for the Natick Public Schools to maintain and manage the school facilities as currently defined or as may be further defined under this article;
- F) to appropriate, raise or transfer from available funds to be added to a budget or new budget of divisions or department(s) of the Town general government for the maintenance and management of facilities under the responsibility, authority, care, custody and or control of the Board of Selectmen or other Town Board or officer noting that historically such Town side facilities management was a division within the Department of Public Works;
- G) to amend budgets, to reduce budgets and/or appropriations and/or to re-appropriate monies (including expenses, revenues and/or available funds) in or from the facilities management budget or budgets as shown and/or as voted by Town Meeting under the so called "Shared Services" budget for any remaining part of the current fiscal year (i.e. FY 2021) to 1) the budgets of the Natick Public Schools for facilities maintenance and management (as defined within this article) for the Natick Public Schools for corresponding fiscal years or periods and/or 2) to the budgets of any existing or newly created Town agency(ies) for facilities maintenance and management (as may be defined under this article) for the general government for corresponding fiscal years or periods and/or 3) simply to leave such monies unappropriated;
- H) to transfer the authority and responsibility for any outstanding school department or school facility related capital expenditure voted under any Article of Spring 2020 Annual Town Meeting and/or any other Town Meeting from being spent under the authority of any officer, Board or Committee of the Town to be spent under the authority and/or direction of the Natick School Committee and/or Natick School Superintendent noting specifically that any and all such capital expenditure votes are a matter of public record and as such are expressly incorporated by reference in this article;

- I) to amend the Bylaws of the Town for the purposes of facilities maintenance and management in the general government and/or for any aspect, function or expenditure of any part of any retained or continuing joint facilities management i) to abolish, reorganize, restructure, consolidate, create, merge or divide, in whole or in part, existing town agencies, ii) to establish new town agencies, iii) to prescribe the functions, powers, duties and responsibilities of any such town agency(ies) in i) or ii) above and/or iv) to provide or to alter the manner, method or authority for the appointment of such Town agencies in this paragraph and to amend and/or create new appointment authority language of any elected or appointed officer Board or committee of the Town;
- J) to transfer facilities maintenance and management personnel and/or job functions to the care, custody and/or control of the Natick Public Schools;
- K) to amend the Personnel Pay Plan to change the job title, classification and/or compensation of the position currently shown in said Pay Plan as "Director of Facilities Management"; and/or
- L) to take any action(s) necessary to implement the foregoing purposes of this article; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	Referral to Select Board, School Committee and Town Administrator
	QUANTUM OF VOTE:	8-1-0
	DATE VOTED:	September 24, 2020

Moved by Mr. Evans, seconded by Ms. Wollschlager to refer the subject matter of Article 20 to the Select Board, School Committee and Town Administrator.

Ms. Collins made a presentation. Moved by Ms. Collins, seconded by Mr. Sidney to amend the main motion under Article 20 to remove the phrase "and town administrator." ***The motion passed by majority vote (55-50-7).*** The amended main motion is to refer subject matter of Article 20 to the Select Board and School Committee. Mr. Sidney moved, seconded by Ms. Gloff to move the question and close debate. ***The motion to close debate passed by two-thirds vote (103-2-1). The amended main motion under Article 20 passed by majority vote (103-5-1).***

Mr. Sidney moved, seconded by Mr. Evans, to adjourn Special Town Meeting #1 until Thursday, October 29th at 6:30 PM. However Town Meeting will meet reconvene on Tuesday, October 27th at 7:30 PM to begin deliberation on the articles on the 2020 Fall ATM warrant. ***The motion passed (102-5-0). The meeting adjourned at 5:25 p.m.***

A record of the Third Session of
2020 Fall Special Town Meeting #1
October 24, 2020

Diane Packer, Town Clerk

**2020 Special Town Meeting #1
Virtual Town Meeting
October 29, 2020
Fourth Session**

The Fourth Session of the 2020 Special Town Meeting #1 was held in a virtual/remote meeting and was called to order at 6:35 p.m. on October 24, 2020 by Frank Foss, Town Moderator. The Moderator declared a quorum present.

The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Fourth Session of 2020 Special Town Meeting #1. Consistent with previous approval of the use of video and telephone conferencing, Special Town Meeting #1 is being conducted as a Virtual Town Meeting.

The Moderator asked if there were any recently elected or appointed members that were not sworn in previously. There were no new Town Meeting Members to be sworn. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf at home and abroad.

The Moderator introduced the officials, Linda Wollschlager, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel; Jonathan Freedman, Chair, Select Board; Melissa Malone, Town Administrator; John Townsend, Deputy Town Administrator; Jamie Errickson, Deputy Town Administrator. Also present are four Assistant Moderators, Craig Bystrynski; Carol Gloff; Patty Sciarra; and Rich Sidney.

The Moderator reviewed the virtual meeting placement. Town Meeting Members will be permitted to enter the Virtual Zoom Town Meeting and must change their Zoom icon names to indicate first their Precinct Number, their last name, then first name. The Virtual Meeting may be viewed by anyone who is not participating on Natick Pegasus Government Access Channel, Comcast 9, RCN 15 and Verizon 28. Residents, taxpayers and interested parties will be permitted to enter the Virtual Town Meeting by calling 1-929-205-6099. The proceedings can also be watched on the Natick Pegasus Government Access Channel streamed live at natickpegasus.org/government-channel.

The Moderator reviewed the general rules and procedures of Town Meeting which had been accepted at a previous session of 2020 Special Town Meeting #1. All residents and taxpayers of the town and all town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however, they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval of Town Meeting Members. All motions offered for the consideration at Town Meeting shall be in writing and sent to the following email address: moderator@natickma.org.

Consistent with the Natick Bylaws, once a person is recognized, it is the practice that the Speaker will first ask a question(s) and then debate the highest-ranking motion. Only Town Meeting Members can make a motion and they should do so after they have asked their questions and before they start debate. No person shall speak more than five (5) minutes at one time without permission of Town Meeting.

Any person having a monetary or equitable interest in any matter under discussion at Town Meeting, and any person employed by another having such an interest, shall disclose the fact of her or his interest or employment before speaking on the motion.

The Moderator made an announcement reminding the community that the USDA is providing free lunch to all public school students through the end of the year.

ARTICLE 1: Fiscal 2021 Omnibus Budget (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for the operation of the government of the Town of Natick, including debt and interest, during Fiscal Year 2021 (July 1, 2020 through June 30, 2021) and to provide for a reserve fund for Fiscal Year 2021, and to see what budgets for Fiscal 2021 will be reduced to offset said additional appropriations; or otherwise act thereon.

Ms. Malone, Town Administrator, and Mr. Townsend, Deputy Town Administrator for Finance gave a presentation.

FINANCE COMMITTEE RECOMMENDATION – MOTION A

The Finance Committee recommends **favorable action** on updated Motion Article 1 Motion A.

MOTION A: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to increase the appropriation voted by the 2020 Spring Annual Town Meeting under Article 8 for the following budgets by the sum of \$3,381,093, said sum to be distributed as follows:

- To supplement the Shared Expenses budget as voted under Article 8 Motion G of the 2020 Spring Annual Town Meeting by adding \$118,828 to the Debt Service budget.
- To supplement the Shared Expenses as voted under Article 8 Motion G of the 2020 Spring Annual Town Meeting by adding \$100,000 to the Employee Fringe budget for the benefits reserve line item.
- To supplement the Public Safety Budget as voted under Article 8 Motion B1 of the 2020 Spring Annual Town Meeting by adding \$32,265 to the Police Department Budget for police salaries.
- To supplement the Shared Expenses as voted under Article 8 Motion G of the 2020 Spring Annual Town Meeting by adding \$500,000 to the Reserve Fund –Finance Committee line item.
- To supplement the Natick Public Schools budget as voted under Article 8 Motion A1 of the 2020 Spring Annual Town Meeting by adding \$1,308,000 to the Salaries and Expenses line item.
- To supplement the Administrative Support Services budget as voted under Article 8 Motion E of the 2020 Spring Annual Town Meeting by adding \$500,000 to the Expenses line item –Collective Bargaining.
- To supplement the Shared Expenses as voted under Article 8 Motion G of the 2020 Spring Annual Town Meeting by adding \$300,000 to the Employee Fringe budget for Merit Increases.
- To supplement the Community Services and Health Services budget as voted under Article 8 Motion D of the 2020 Spring Annual Town Meeting by adding \$55,735 to the Board of Health budget for salaries and \$50,000 to the Community Services Budget for salaries.
- To supplement the Public Works Budget as voted under Article 8 Motion C of the 2020 Spring Annual Town Meeting by adding \$65,032 to the Public Works Department Budget-LFNR-for salaries.
- To supplement the Administrative Support Services Budget as voted under Article 8 Motion E of the 2020 Spring Annual Town Meeting by adding \$52,000 to the Community Development Department Budget for salaries.
- To supplement the Administrative Support Services Budget as voted under Article 8 Motion E of the 2020 Spring Annual Town Meeting by adding \$91,000 to the Finance Department Budget for salaries.
- To supplement the Administrative Support Services Budget as voted under Article 8 Motion E of the 2020 Spring Annual Town Meeting by adding \$75,000 to the Information Technology Budget for salaries.
- To supplement the Public Safety Budget as voted under Article 8 Motion B1 of the 2020 Spring Annual Town Meeting by adding \$103,233 to the Police Department Budget for police salaries.
- To supplement the Administrative Support Services Budget as voted under Article 8 Motion E of the 2020 Spring Annual Town Meeting by adding \$30,000 to the Community Development Department Budget for salaries.

With the above Budget be raised from the following sources:

State Aid for Fiscal Year 2021	\$ 751,093
Tax Levy for Fiscal Year 2021	\$ 2,630,000

ALTERNATIVE MOTION A: (majority vote required)

Moved by Mr. Sullivan seconded by Ms. Sciarra that the Town vote to increase the appropriation voted by the 2020 Spring Annual Town Meeting under Article 8 for the following budgets by the sum of \$751,093, said sum to be distributed as follows:

- To supplement the Shared Expenses budget as voted under Article 8 Motion G of the 2020 Spring Annual Town Meeting by adding \$118,828 to the Debt Service budget.
- To supplement the Shared Expenses as voted under Article 8 Motion G of the 2020 Spring Annual Town Meeting by adding \$100,000 to the Employee Fringe budget for the benefits reserve line item.
- To supplement the Public Safety Budget as voted under Article 8 Motion B1 of the 2020 Spring Annual Town Meeting by adding \$32,265 to the Police Department Budget for police salaries.
- To supplement the Shared Expenses as voted under Article 8 Motion G of the 2020 Spring Annual Town Meeting by adding \$500,000 to the Reserve Fund –Finance Committee line item.

With the above Budget be raised from the following sources:

State Aid for Fiscal Year 2021 \$ 751,093

Mr. Sullivan spoke to the alternative Article 1 Motion A. The Moderator explained that if this motion passes that it will replace the previous main motion

Ms. Wollschlager, Chair of the Finance Committee spoke to the motion and that it is identical to the motion proposed by Town Administration. The Finance Committee recommended favorable action on the main motion by a vote of 8-6-1. Mr. Evans added that there was a lot of discussion at the Finance Committee meeting about fairness and equity between the municipal side and the school side. Many of the positions and funding allocations were in the January budget but had been eliminated after the beginning of the pandemic prior to Spring Annual Town Meeting. During Spring Town Meeting the administration committed to revisiting the budget in the fall based on free cash and revenues.

Mr. Sidney moved, seconded by Mr. Evans to waive the reading of Mr. Sullivan's motion. This was agreed to without objection. Moved by Mr. Hickey, seconded by Mr. Branson, to close debate on the alternative Motion A. *The motion to move the question and close debate passed by two-thirds vote (124-7-2). Alternative Motion A (Article 1) failed (18-110-3). Motion A under Article 1 passed by majority vote (124-10-2).*

FINANCE COMMITTEE RECOMMENDATION – MOTION B

The Finance Committee recommends **favorable action** on updated Motion B under Article 1.

MOTION B: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to amend Article 8 Motion G of the 2020 Spring Annual Town Meeting as follows:

After the phrase "And that the above Total Budget Amount be raised from the following sources:"

- delete the phrase "Overlay Surplus \$1,000,000",
- delete the phrase "State Aid \$10,213,391" and insert "State Aid \$12,122,708",
- delete the phrase "Free Cash \$2,000,000" and insert the phrase "Free Cash \$"3,720,683"
- delete the phrase "Tax Levy of Fiscal Year 2021 \$16,591,811" and insert the phrase "Tax Levy of Fiscal Year 2021 \$13,961,811".

Mr. Townsend spoke to Motion B. *Motion B under Article 1 passed unanimously (131-0-1).*

The Moderator recused himself from presiding over Article 2 because he is one of the sponsors. Mr. Sidney, an Assistant Town Moderator presided over this matter.

ARTICLE 2: Town Meeting Funding (Town Moderator & Town Clerk)

To see if the Town will vote to appropriate or otherwise provide a sum of money to be expended under the direction of the Town Clerk for the purpose of providing the use of third party software and related services, and help desk staff to accomplish necessary functions of a virtual or in-person town meeting venue during the 2020 Fall Annual Town Meeting, 2020 Special Town Meeting #1, 2021 Spring Annual Town Meeting and any other town meeting convened during Fiscal Year 2021, or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	15-0-0
	DATE VOTED:	October 1, 2020

MOTION: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to appropriate Fifty Thousand Dollars (\$50,000) from Free Cash to be expended under the direction of the Town Clerk for the purpose of providing the use of third party software and related services, and help desk staff to accomplish necessary functions of a virtual or in-person town meeting venue during the 2020 Fall Annual Town Meeting, 2020 Special Town Meeting #1, 2021 Spring Annual Town Meeting and any other town meeting convened during Fiscal Year 2021.

Mr. Foss spoke to this motion. *The main motion under Article 2 passed unanimously (128-0-0).* Mr. Foss resumed his Town Moderator duties.

ARTICLE 5: Operational/Rainy Day Stabilization Fund (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for the purpose of supplementing the Operational Stabilization Fund established by vote of the 2011 Spring Annual Town Meeting under Article 4, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee recommends **favorable action** on updated Article 5.

MOTION: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to appropriate the sum of \$4,388,396 from the following sources: \$3,377,777 from Free Cash, \$1,010,619 from Tax Levy for the purpose of supplementing the Stabilization Fund established under Article 4 of warrant for 2011 Spring Annual Town Meeting, as authorized by Chapter 40, Section 5B of the General Laws, amended.

Mr. Townsend spoke to this motion. Mr. Connolly requested a perfecting amendment changing the name of Article 5 from "Operational/Rainy Day Stabilization Fund" to "Rainy Day Operational Stabilization Fund." **The Moderator accepts this as an administrative change without objection.**
The main motion under Article 5 passed by majority vote (124-2-0).

ARTICLE 7: Other Post-Employment Benefits (OPEB) Appropriation or Transfer of Funds (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for, the Other Post-Employment Benefits Liability Trust Fund established pursuant to the provisions of Chapter 32B, Section 20 of the General Laws as amended by section 15 of Chapter 218 of the Acts of 2016; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee recommends **favorable action** on updated Article 7.

MOTION: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to appropriate \$250,000 from Free Cash

for the purpose of funding the Other Post-Employment Benefits Liability Trust Fund authorized by a vote of the 2017 Spring Annual Town Meeting under Article 15, as authorized by Chapter 32B, Section 20 of the General Laws as amended by Section 15 of Chapter 218 of the Acts 2016.

Mr. Townsend spoke to the motion. *The main motion under Article 7 passed by majority vote (124-2-1).*

**ARTICLE 19: FY20 and FY21 COVID-19 Related Expenses of Natick Public Schools
(Superintendent of Schools)**

To see what sum or sums of money the Town will vote to raise and appropriate, transfer from available funds, borrow, or otherwise provide for:

- A) expenses incurred by the Natick Public Schools due to COVID-19 (aka Coronavirus) during FY20 and/or FY21; and/or
- B) any and all unemployment costs related to the furloughing of Natick Public Schools employees due to COVID-19 including but not limited to employees paid through any and all revolving accounts for FY20 and/or FY21; and/or
- C) supplementing the FY2021 NPS budget appropriated under Article 8, Motion A1 of the 2020 Spring Annual Town Meeting; and/or
- D) obtaining and installing capital equipment and/or capital improvements in FY20 and/or F21;

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	11-0-0
	DATE VOTED:	October 13, 2020

MOTION: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to supplement the appropriation for the Natick Public Schools, voted under Article 8 - Motion A1 of the 2020 Spring Annual Town Meeting by adding \$300,000 for the purpose of addressing increased salaries and expenses related to the COVID-19 pandemic and that the above appropriation be raised from the following source.

2021 State Aid: \$300,000

Dr. Nolin, School Superintendent gave a presentation. *The main motion under Article 19 passed unanimously (129-0-0).*

Moved by Mr. Sidney, seconded by Mr. Evans, to dissolve Special Town Meeting #1. *The motion passed (128-1-0). Special Town Meeting #1 dissolved at 9:25 p.m.*

A record of the Fourth Session of
2020 Fall Special Town Meeting #1
October 29, 2020

Diane Packer, Town Clerk

**WARRANT
FALL ANNUAL TOWN MEETING OCTOBER 20, 2020**

THE COMMONWEALTH OF THE MASSACHUSETTS

Middlesex, ss

To Any Constable of the Town of Natick in said County:
Greeting:

In the name of the Commonwealth of Massachusetts you are required to notify the qualified Town Meeting Members of the said Town of Natick to meet via remote participation on **Tuesday Evening October 20, 2020 at 7:30PM**, to act on the following Articles:

- | | |
|------------|---|
| Article 1 | Amend Zoning By-Laws: Amendment to Zoning Map – Downtown Mixed Use (DM) District |
| Article 2 | Home Rule Petition: Authorization to Issue (1) on Premise Alcoholic Beverages License for 45 East Central Street, Natick, Massachusetts |
| Article 3 | Amend Zoning By-Laws: Setbacks in Downtown Mixed Use (DM) District |
| Article 4 | Amend Zoning By-Laws: Downtown Mixed-Use District: Ground Floor Residential Uses |
| Article 5 | Amend Zoning By-Laws: Incremental Parking Schedule |
| Article 6 | Amend Zoning By-Laws: Parking in Downtown Mixed Use (DM) District |
| Article 7 | Amend Zoning By-Laws: Amendment to Zoning Map – Downtown Mixed Use (DM) District |
| Article 8 | Amend Zoning By-Laws: Uses in Downtown Mixed Use (DM) District |
| Article 9 | Sherborn Sanitary Sewer Extension (Pulte Homes) Intermunicipal Agreement |
| Article 10 | Authorize Special Legislation Article 97 Land Disposition of a Portion of 181 West Central Street |
| Article 11 | Amend Zoning By-Laws: Single Family Residential Cluster Development |
| Article 12 | Option Overlay District ("ISLOOP") of the Town of Natick Zoning By-laws. |
| Article 13 | Repeal Historical Preservation Smaller Estates Amendment (Town Moderator on behalf of Robert Awkward & Brad Peterson et al) |
| Article 14 | Modify Historical Preservation Bylaw Amendment (Town Moderator on behalf of Beatrice Farr et al) |
| Article 15 | Plastic Straw Restriction (Town Moderator on behalf of Joseph Napurano et al) |
| Article 16 | Review and Revise the Natick Town Seal (Mia Kheyfetz, et al.) |
| Article 17 | To Amend Certain Provisions of Section III-I.2.2.5 of the Town of Natick Zoning By-laws (Sheryl Turner, et al.) |
| Article 18 | Amend Home Occupation Dog Kennel Zoning (Town Moderator on behalf of Saul Beaumont et al) |
| Article 19 | Reform of the Electoral Process (Town Moderator on behalf of Paul Connolly et al) |
| Article 20 | Amend Zoning By-Law to Create East Central Street Overlay District (Town Moderator on behalf of Julian Munnich et al) |
| Article 21 | Amend Zoning By-Laws: Downtown Mixed Use Zoning Amendment (Town Moderator on behalf of Julian Munnich et al) |
| Article 22 | Local Option Exemption to Appoint a Police Officer (Town Moderator on behalf of Rita Silva Martins, et al) |
| Article 23 | Warrant Article Sponsored by the Town Meeting Practices and Rules Committee For the 2020 Fall Annual Town Meeting Warrant |
| Article 24 | Warrant Article Sponsored by the Town Meeting Practices and Rules Committee For the 2020 Fall Annual Town Meeting Warrant |
| Article 25 | Create Study Committee of Town Meeting to Conduct Review of Downtown Mixed-Use Zoning (Paul Griesmer, et al.) |
| Article 26 | Committee Article |

Given under our hands this, 21st Day of August 2020.

s/ Jonathan H. Freedman
JONATHAN H. FREEDMAN
Chair

s/ Karen Adelman-Foster
KAREN ADELMAN-FOSTER
Vice Chair

s/ Richard P. Jennett, Jr.
RICHARD P. JENNETT, JR
Clerk

s/ Susan G. Salamoff
SUSAN G. SALAMOFF
Member

s/ Michael J. Hickey, Jr.
MICHAEL J. HICKEY, JR
Member

Select Board for the Town of Natick

Article Index			Date Heard
	Title		
Article 1	Amend Zoning Map- DMU		October 27
Article 2	Home Rule Petition- Liquor License: 45 East Central St.		October 27
Article 3	Zoning- setbacks in DMU		November 1
Article 4	Zoning - DMU ground floor uses		November 5
Article 5	Zoning- Incremental Parking Schedule		November 1
Article 6	Zoning - Parking in DMU		November 1
Article 7	Amend Zoning Map - DMU		November 5
Article 8	Zoning- Uses in DMU		November 5
Article 9	Sherborn Sewer Extension - Intermunicipal Agreement		November 5
Article 10	Authorize Article 97 Land Disposition- 181 West Central St.		November 5
Article 11	Zoning - Residential Cluster Development		November 5
Article 12	Zoning - ISLOOP		November 1
Article 13	Zoning- Repeal Historical Preservation- smaller estates		November 10
Article 14	Zoning- Modify Historical Preservation Bylaw		November 10
Article 15	Plastic Straw Reduction		November 10
Article 16	Review and Revise Natick Town Seal		November 10
Article 17	Zoning - ISLOOP		November 1
Article 18	Zoning - Home Occupation Dog Kennel		November 10
Article 19	Reform of the Electoral Process		November 12
Article 20	Zoning- Create East Central Overlay District		November 12
Article 21	Zoning - DMU amendment		November 12
Article 22	Local option - Exempt Police Officer		November 12
Article 23	Town Meeting Practices & Rules Committee article		October 29
Article 24	Town Meeting Practices & Rules Committee article		November 1
Article 25	Create a Study Committee for DMU district		November 12
Article 26	Committee Article		November 12

**2020 Fall Annual Town Meeting
Virtual Town Meeting
October 20, 2020
First Session**

The First Session of the 2020 Fall Annual Town Meeting was held in as a virtual/remote meeting and was called to order at 7:39 PM. The Moderator declared that there was a quorum present and welcomed residents and taxpayers, town officials, town meeting members and all interested parties to the first session of the 2020 Fall Annual Town Meeting.

As the first order of business, required under State law, the meeting took a vote to permitting town meeting to be held as a virtual meeting. Moved by Mr. Sidney, seconded by Mr. Evans, that in accordance with Chapter 92 of the Acts of 2020, Sections 8 and 17 (legislation related to municipal governance during the COVID-19 emergency), Town Meeting approve the use of video and telephone conferencing provided by www.zoom.com, www.vvoter.com and local user email software to conduct the 2020 Fall Annual Town Meeting. ***The motion passed by a majority vote (115-1-0).***

Moved by Mr. Beaumont, seconded by Mr. Sidney, to postpone consideration of Fall Annual Town Meeting Article 18 until the first order of business on Thursday, October 27, 2020. ***The motion failed (50-58-8).***

Moved by Mr. Evans, seconded by Mr. Freedman, to recess 2020 Fall Annual Town Meeting. ***The motion to recess 2020 Fall ATM passed by a majority (123-6-8).***

2020 Fall Annual Town Meeting recessed at 8:30 p.m. on Tuesday, October 20, 2020.

A record of the First Session of
2020 Fall Annual Town Meeting
October 20, 2020

Diane Packer
Town Clerk

**2020 Fall Annual Town Meeting
Virtual Town Meeting
October 27, 2020
Second Session**

The Second Session of the 2020 Fall Annual Town Meeting was held in a virtual/remote meeting and was called to order at 7:36 p.m. on Tuesday, October 27, 2020 by Frank Foss, Town Moderator. The Moderator declared a quorum present.

Mr. Foss presented to the Clerk the official warrant signed by the Board of Selectmen with the officer's return thereon, which has been duly posted and noticed; the Moderator's request of the Select Board, dated August 14, 2020, regarding the use of video and telephonic conferencing; and the Select Board notice to the Town of Natick that the Board voted to permit the use of video and telephonic conferencing during 2020 Fall Annual Town Meeting.

The Moderator asked if there were any recently elected or appointed members of Town Meeting stand to take the oath of office; there were none. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on behalf at home and abroad.

The Moderator introduced the officials, Linda Wollschlager, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel; Cindy Amara, Assistant Town Counsel; Jonathan Freedman, Chairman of the Select Board; Terri Evans, Chair of the Planning Board; Jamie Erickson, Deputy Town Administrator. Also present are four Assistant Moderators: Craig Bystrynski, Carol Gloff, Patty Sciarra, and Richard Sidney.

The Moderator reviewed the virtual meeting placement. Town Meeting Members will be permitted to enter the Virtual Zoom Town Meeting and must change their Zoom icon names to indicate precinct number first, then last name followed by first name. Residents, taxpayers and interested parties will be permitted to enter the Virtual Town Meeting by calling 1-929-205-6099. The Virtual Meeting may be viewed by anyone who is not participating on Natick Pegasus Government Access Channel, RCN Channel 15 and Verizon 28 or Comcast viewers or those who wish to view on the internet may do so by going to the Natick Pegasus Government Access Channel livestreaming on www.natickpegasus.org/government-channel.html and click on the "livestream" designation.

The Moderator reviewed the general rules and procedures of Town Meeting. All residents and taxpayers of the town and all town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however, they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval of Town Meeting Members.

All motions offered for the consideration at Town Meeting shall be in writing and sent to the following email address: moderator@natickma.org. Consistent with the Natick Bylaws, once a person is recognized, it is the practice that the Speaker will first ask a question(s) and then debate the highest-ranking motion. Only Town Meeting Members can make a motion and they should do so after they have asked their questions and before they start debate. No person shall speak more than five (5) minutes at one time without permission of Town Meeting. Registered voters residing in the Town wishing to participate in a remote town meeting should have submitted a request to participate to the Town Clerk not less than 48 hours in advance of town meeting.

Any person having a monetary or equitable interest in any matter under discussion at Town Meeting, and any person employed by another having such an interest, shall disclose the fact of her or his interest or employment before speaking on the motion.

Without objection, the preceding statements were accepted as rules of the 2020 Fall Annual Town Meeting.

Moved by Mr. Sidney, seconded by Mr. Evans, to waive reading the text of all 2020 Fall Annual Town Meeting warrant articles; and move to waive reading the text of motions, excluding amounts to be appropriated and sources of said amounts to be appropriated, when motions are provided in the text of the Recommendations of the Natick Finance Committee publications. ***The motion passed by a majority vote (124-0-1).***

Moved by Mr. Sidney, seconded by Ms. Gloff, to postpone consideration of 2020 Fall Annual Town Meeting Articles 12 and 17 until the first order of business on Sunday, November 1, 2020. ***The motion passed by a majority vote (118-8-2).***

Moved by Mr. Griesmer, seconded by Ms. Sciarra, to advance consideration of 2020 Fall Annual Town Meeting Articles 23 and 24 to the first order of business after consideration of 2020 Special Town Meeting Articles 1, 2, 5, 7, and 19 on Thursday, October 29, 2020. Moved by Ms. Ball, seconded by Mr. Evans, to move the question and end debate on the motion. ***The motion to move the question and end debate passed by a two-thirds vote (116-3-4). The motion to advance consideration of Articles 23 and 24 passed by a two-thirds vote (115-9-1).***

Moved by Mr. Sidney, seconded by Ms. Gloff to advance consideration of 2020 Fall Annual Town Meeting Article 20 to after consideration of Article 2. ***The motion passed by a two-thirds vote (110-14-4).***

ARTICLE 1: AMEND ZONING BYLAWS: Amendment to Zoning Map – Downtown Mixed Use (DM) District (Select Board)

To see if the Town will vote to change the following parcel from the Residential General (RG) Zoning District to the Downtown Mixed Use (DM) Zoning District:

Assessors Map 44 Lot 180, known as 45 East Central Street, as shown on the plan on file with the Community and Economic Development Office and the Town Clerk's Office

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	13-0-0
	DATE VOTED:	September 17, 2020

MOTION: (two-thirds vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager, that the Town vote to amend the Town of Natick Zoning Map, as referenced in the Town of Natick Zoning Bylaw under Section II-B Location of Districts (Zones) subsection 1, by rezoning from General Residence (RG) District to Downtown Mixed Use (DM) District the following property:

Town of Natick Assessors' Map 44, Lot 180; including approximately to the center line of East Central Street to the north.

Michael J. Hickey, Jr., member of the Select Board, spoke to the article on behalf of the Board. Mr. Calivas, President of the Stonegate Group and Mr. Freas, Director of Community and Economic Development spoke to the article. Discussion ensued.

The main motion under Article 1 passed by a two-thirds vote (122-11-2).

ARTICLE 2: Home Rule Petition: Authorization to Issue (1) On Premises Alcoholic Beverages License for 45 East Central Street, Natick, Massachusetts (Select Board)

To see if the Town will vote to authorize the Select Board to petition the General Court of the Commonwealth to enact special legislation, notwithstanding the provisions of Section 17 of Chapter 138 of the Massachusetts General Laws, or any other general or special law to the contrary, authorizing the Town to issue (1) license for the sale of alcoholic beverages to be drunk on the premises, for the property located at 45 East Central Street, Natick, Massachusetts, provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of the petition; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	11-1-0
	DATE VOTED:	September 17, 2020

MOTION: (requires a majority vote)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to authorize the Board of Selectmen to file a Home Rule Petition with the General Court for a special law authorizing the Town to grant an additional license for the sale of

alcoholic beverages to be drunk on the premises for the property located at 45 East Central Street, Natick. The proposed Special Act would read as follows: AN ACT AUTHORIZING THE TOWN OF NATICK TO GRANT AN ADDITIONAL LICENSE FOR THE SALE OF ALCOHOLIC BEVERAGES TO BE DRUNK ON THE PREMISES AT 45 EAST CENTRAL STREET SECTION 1. (a) Notwithstanding section 17 of chapter 138 of the General Laws, the licensing authority of the town of Natick may grant 1 additional license for the sale of alcoholic beverages to be drunk on the premises pursuant to section 12 of said chapter 138. (b) Said license shall be limited to the property located at 45 East Central Street, Natick. The license shall be subject to all of said chapter 138 except said section 17. (c) The licensing authority of the town of Natick shall not approve the transfer of the license granted pursuant to this act to any other location but it may grant a license to any applicant at the same location if the applicant files with the licensing authority a letter from the department of revenue and a letter from the department of unemployment assistance indicating that the license is in good standing with those departments and that all applicable taxes, fees and contributions have been paid. (d) If a license granted pursuant to this act is cancelled, revoked or no longer in use at the location of original issuance, it shall be returned physically, with all of the legal rights, privileges and restrictions pertaining thereto, to the licensing authority and the licensing authority may then grant the license to a new applicant at the same location under the same conditions as specified in this act. SECTION 2. This act shall take effect upon its passage and that the Board may make modifications and changes which do not affect the substance of the Act.

Moved by Ms. Factor, seconded by Mr. Sidney, to move the question and end debate on Article 2. ***The motion to move the question and end debate passed by a two-thirds vote (124-2-2). The main motion under Article 2 passed by a majority vote (129-5-0).***

Moved by Mr. Sidney, seconded by Mr. Evans to adjourn until 6:30 p.m. on Thursday, October 29, 2020. ***The motion to adjourn passed by a majority vote (106-20-2).*** Session 2 of the 2020 Fall ATM adjourned at 10:15 p.m. on Tuesday, October 27, 2020.

A record of the Second Session of
2020 Fall Annual Town Meeting #2
October 27, 2020

Diane Packer
Town Clerk

**2020 Fall Annual Town Meeting
Virtual Town Meeting
October 29, 2020
Third Session**

The Third Session of the 2020 Fall Annual Town Meeting was held in a virtual/remote meeting and was called to order at 9:25 p.m. on Thursday, October 29, 2020 by Frank Foss, Town Moderator. Town Meeting had previously voted to consider the subject matters of Article 23 and 24 as the first order of business after 2020 Special Town Meeting #1 dissolved.

ARTICLE 23: Warrant Article Sponsored by the Town Meeting Practices and Rules Committee For the 2020 Fall Annual Town Meeting Warrant

To see what action(s) the Town will take to:

- 1) Amend Article 3 and/or Article 23 of the Town of Natick Bylaws to provide that the consideration and report, by the Finance Committee, of matters of business included within the articles of any warrant for a Town Meeting shall be required mandatory condition and such consideration shall be conducted as a public hearing at which residents and taxpayers, as defined in Article 2 section 10 of the Charter, and town employees shall have the right and opportunity to be heard on such matters of business;
- 2) Specify notice or publication requirements for such public hearing whether simply consistent with the open meeting law or otherwise;
- 3) Amend Article 3 of the Town of Natick Bylaws to allow the representative town meeting to waive the requirements contemplated in 1) above for such consideration, report and public hearing on specified or particular matters of business and to set the quantum of vote and other requirements for such waivers and include such waivers in the chart for Precedence of Motions;
- 4) Amend the Town of Natick Bylaws to establish that the requirement(s) contemplated 1) above is necessary for such specified or particular matters of business to be in order at Town Meeting unless a waiver is voted;
- 5) Amend Article 7-9-b of the Town Charter to amend the phrase “unless otherwise provided by the charter or by law” to read “unless otherwise provided by the charter, law or by bylaw” or similar wording;
Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION – MOTION A

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	8-0-0
	DATE VOTED:	September 10, 2020

MOTION A: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager, that the Town vote to amend Article 23 Finance Committee, Section 4, Report, Recommendations, of the Town Bylaws by inserting, after the sentence which ends “its recommendation as to each article.”, the following:

“As part said due consideration, the Finance Committee shall conduct a public hearing at which residents and taxpayers, as defined in Article 2, section 10 of the Charter, and town employees shall have the right and opportunity to be reasonably heard on such matters of business that are contained within the articles of any warrant for a Town Meeting. Compliance with the open meeting law shall be sufficient notice for such public hearing.”

So that Section 4 now reads:

“The Finance Committee shall consider all matters of business included within the articles of any warrant for a Town Meeting, and shall, after due consideration, report thereon, in print, its recommendation as to each article. As part of said due

consideration, the Finance Committee shall conduct a public hearing at which residents and taxpayers, as defined in Article 2 section 10 of the Charter, and town employees shall have the right and opportunity to be reasonably heard on such matters of business that are contained within the articles of any warrant for a Town Meeting. Compliance with the open meeting law shall be sufficient notice for such public hearing.

The Finance Committee shall distribute its said report to each of the Town Meeting Members at least seven (7) days in advance of a Town Meeting, except where compliance with this provision would defeat the purpose of a Special Town Meeting. The said recommendations shall be those of a majority of the appointed Committee at the time of the vote, but this shall not be construed to prevent recommendations by a minority as such. The Committee Report shall also state the total amount of the appropriations recommended by them on the entire Warrant. Said report for the Annual Town Meeting shall also contain a statement of the doings of the Committee during the year, with any such recommendations or suggestions as it may deem advisable on any matters pertaining to the welfare of the Town.”

Mr. Griesmer spoke to Motion A under Article 23. *Motion A under Article 23 passed by a majority vote (85-20-6).*

FINANCE COMMITTEE RECOMMENDATION – MOTION B

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	8-0-0
	DATE VOTED:	September 10, 2020

MOTION B: (two-thirds vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to amend Article 3 Procedure at Town Meetings Section 1 Rules of Procedure by inserting a new paragraph after the paragraph which concludes “ruling of the Moderator shall prevail.” As follows:

“The representative town meeting may, by 2/3rds vote, waive any requirement in the bylaws for a public hearing, unless required by statute or the Town Charter, on specified or particular matters of business included within the articles of any Town Meeting.”

So that Article 3 Section 1 now reads:

“Section 1 Rules of Procedure

The proceedings of Town Meetings shall be governed by such rules of practice as are clearly set out in the most recent edition of "Town Meeting Time" by Johnson, Trustman, and Wadsworth, except as modified by law or by the following sections. In the event that "Town Meeting Time" does not clearly indicate a single course of action, the ruling of the Moderator shall prevail.

The representative town meeting may, by 2/3rds vote, waive any requirement in the bylaws for a public hearing, unless required by statute or the Town Charter, on specified or particular matters of business included within the articles of any Town Meeting.”

Moved by Ms. Brunell, seconded by Mr. Lum to amend the main motion by deleting the phrase “two-thirds” and inserting the phrase “majority”. Moved by Mr. Sidney, seconded by Ms. Keeney to move the question and end debate on the amendment. *The motion to move the question and end debate passed by a two-thirds vote (93-3-1). The amendment failed (36-62-2).*

Moved by Mr. Freedman, seconded by Mr. Sidney to move the question and end debate on Motion B. *The motion to close debate on the main motion passed by a two-thirds vote (98-3-1).*

The main Motion B under Article 23 passed by a majority vote (81-13-6).

FINANCE COMMITTEE RECOMMENDATION – MOTION C

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	8-0-0
	DATE VOTED:	September 10, 2020

MOTION C: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager, that the Town vote to amend the chart "Precedence of Motions" in Article 3 of the Bylaws by adding, after the line "Take No Action", a new line beginning with the words "Waive Mandatory Conditions Precedent +++++" under the column "Motions" and adding the word "Yes" under the column "Second Required", adding the word "Yes" under the column "Debate", adding the word "No" under the column "Amend" and adding the words "2/3 Majority" under the column "Vote Required,"

And by adding a footnote after the existing footnotes to read "+++++Finance Committee Public Hearing; See Bylaws Article 3 Section 1; Article 23 Section 4"

So that the chart "Precedence of Motions" now reads:

PRECEDENCE OF MOTIONS

Motion	Second Required	Debate	Amend	Vote Required
Adjourn or dissolve	Yes	No	No	Majority
Adjourn to a fixed time or recess++++	Yes	Yes	Yes	Majority
Lay on the table	Yes	Yes	No	2/3 Majority
For the previous question ⁺⁺	Yes	No	No	2/3 Majority
For secret ballot	Yes	No	No	2/3 Majority
Roll call vote	Yes	Yes	No	1/3 Majority
Postpone to a time certain	Yes	Yes	Yes	Majority
Commit, recommit, or refer	Yes	Yes	Yes	Majority
Amend	Yes	Yes	Yes	Majority
Postpone indefinitely	Yes	Yes	No	Majority
Main Motion	Yes	Yes	Yes	Majority
Take no action	Yes	Yes	No	Majority
Waive Mandatory Conditions Precedent +++++	Yes	Yes	No	2/3 Majority
Reconsideration	Yes	Yes	No	2/3 Majority
Take from the table	Yes	Yes	No	Majority
Take up an article out of order	Yes	Yes	Yes	2/3 Majority

+	See Section 3.
++	Some main motions are required by the general laws to be passed by greater than a majority vote; for example, bond issues, zoning changes, the taking of land require a 2/3 vote. For other examples, refer to the appendix in <i>Town Meeting Time</i> entitled "Quantum of Vote."
+++	See Section 11.

++++	See Bylaw Article 1, Section 3.
+++++	Finance Committee Public Hearing; See Bylaws Article 3 Section 1; Article 23 Section 4”

Motion C under Article 23 passed by a majority vote (93-3-2).

Moved by Mr. Sidney, seconded by Mr. Evans to adjourn until 1:00 p.m. on Sunday, November 1, 2020. ***The motion to adjourn until 1:00 p.m. on Sunday, November 1, 2020 passed by a two-thirds vote (92-1-1).*** The third session of 2020 Fall Annual Town meeting adjourned at 11:00 PM on Thursday, October 29, 2020.

A record of the Third Session of
2020 Fall Annual Town Meeting
October 29, 2020

Diane Packer
Town Clerk

**Fall Annual Town Meeting
Virtual Town Meeting
November 1, 2020
Fourth Session**

The Fourth Session of the 2020 Fall Annual Town Meeting was held in a virtual/remote meeting and was called to order at 1:10 p.m. on Sunday, November 1, 2020 by Frank Foss, Town Moderator. The Moderator declared a quorum present.

The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the fourth session 2020 Fall Annual Town Meeting. Consistent with previous approval of the use of video and telephone conferencing, Fall Annual Town Meeting is being conducted as a Virtual Town Meeting.

The Moderator asked if there were any recently elected or appointed members of Town Meeting stand to take the oath of office; there were none. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on behalf at home and abroad.

The Moderator introduced the officials, Linda Wollschlager, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel; Cindy Amara, Assistant Town Counsel; Jonathan Freedman, Chair, Select Board; Jamie Errickson, Deputy Town Administrator; James Freas, Director, Community and Economic Development, Terri Evans, Chair, Planning Board. Also present are four Assistant Moderators, Craig Bystrynski; Carol Gloff; Patty Sciarra; and Richard Sidney.

The Moderator reviewed the general rules and procedures of Town Meeting. All residents and taxpayers of the town and all town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however, they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval of Town Meeting Members. All motions offered for the consideration at Town Meeting shall be in writing and sent to the following email address: moderator@natickma.org.

Consistent with the Natick Bylaws, once a person is recognized, it is the practice that the Speaker will first ask a question(s) and then debate the highest-ranking motion. Only Town Meeting Members can make a motion and they should do so after they have asked their questions and before they start debate. No person shall speak more than five (5) minutes at one time without permission of Town Meeting. Registered voters residing in the Town wishing to participate in a remote town meeting should have submitted a request to participate to the Town Clerk not less than 48 hours in advance of town meeting.

Any person having a monetary or equitable interest in any matter under discussion at Town Meeting, and any person employed by another having such an interest, shall disclose the fact of her or his interest or employment before speaking on the motion.

Moved by Mr. Sidney, seconded by Mr. Evans to advance consideration of 2020 Fall Annual Town Meeting Articles 12 and 17 to immediately follow Article 24. *The motion passed by a two-thirds vote (105-3-5).*

ARTICLE 24: Warrant Article Sponsored by the Town Meeting Practices and Rules Committee For the 2020 Fall Annual Town Meeting Warrant

To see what action(s) the Town will take to Amend Article 5, Fiscal Procedures, of the Town of Natick Home Rule Charter to:

- 1) Authorize the representative Town Meeting by Bylaw to require certain information to be included or provided in connection with the budget message and any annual preliminary or submitted operating and/or capital expenditures budget for an ensuing fiscal year; and/or
- 2) Require certain procedures to be followed and information to be provided in connection with an updated budget message and updated annual operating and/or capital expenditures budget for a current fiscal year at Spring or Fall Annual Town Meeting and/or special town meetings and/or
- 3) Authorize the representative Town Meeting by Bylaw to require certain procedures to be followed and information to be provided in connection with an updated budget message and updated annual operating and/or

capital expenditures budget for a current fiscal year at Spring or Fall Annual Town Meeting and/or special town meetings; and/or

- 4) Specify additional information to be included in the budget message and any annual preliminary or submitted operating and/or capital expenditures budget for an ensuing fiscal year; and/or

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	8-0-0
	DATE VOTED:	September 10, 2020

MOTION: (two-thirds vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to amend Article 5, Fiscal Procedures, Section 4 Budget Message, of the Town Charter by adding, after the words “or the Board of Selectmen may require” the following:

“The representative Town Meeting may, by By-Law, require certain information on assets and liabilities of the Town to be provided as part of the budget message”.

and

Move to Amend Article 5 Fiscal procedures by inserting a new section as follows:

“Section 5-7, Budgets for the Current Fiscal Year.

The representative Town Meeting may, by By-Law, require an updated budget message and certain information to be provided in connection with annual operating and/or capital expenditures budgets for a current fiscal year at Spring Annual Town, Fall Annual Town Meeting and for any special town meeting which deals with fiscal or budgetary matters.” And by changing the title of “Section 5-7, Capital Improvement Program,” to be “Section 5-8 Capital Improvement Program”.

Mr. Griesmer, Chair, Town Meeting Practices and Rules Committee spoke to this Article. Moved by Mr. Connolly, seconded by Mr. Evans to amend the main motion by changing the phrase “Section 4” to “Section 5-4. ***The amendment on the motion under Article 24 passed by a majority vote (107-4-1).***

So that the motion, as amended, reads:

“Move to Amend Article 5, Fiscal Procedures, Section 5-4, Budget Message, of the Town Charter by adding, after the words “or the Board of Selectmen may require” the following:

“The representative Town Meeting may, by By-Law, require certain information on assets and liabilities of the Town to be provided as part of the budget message”.

and

Move to Amend Article 5, Fiscal Procedures, by inserting a new section as follows:

“Section 5-7, Budgets for the Current Fiscal Year.

The representative Town Meeting may, by By-Law, require an updated budget message and certain information to be provided in connection with annual operating and/or capital expenditures budgets for a current fiscal year at Spring Annual Town Meeting, Fall Annual Town Meeting and for any special town meeting which deals with fiscal or budgetary matters.”

And, by changing the title of “Section 5-7, Capital Improvement Program,” to be “Section 5-8 Capital Improvement Program”.

The amended main motion under Article 24 passed by a two-thirds vote (94-17-3).

ARTICLE 12: Option Overlay District ("ISLOOP") of the Town of Natick Zoning By-laws. (Rocky Melchiorri, et al.) (Select Board)

Move to see if the Town will vote to designate that certain parcel of land, located on the northerly side of Union Street known and numbered as 34 Union Street, and specifically identified as Assessor's Map number 44 Parcel 259, intending to describe that land contained in that certain deed recorded in the Middlesex South District Registry of Deeds in Book 67492, Page 151, all as more particularly described on a Plan entitled "Amended Independent Senior Living Option Overlay District" by Engineering Design Consultants, Inc., dated August 14, 2020 available for viewing and inspection at the Select Board office, or to act on anything related thereto.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	11-0-1
	DATE VOTED:	September 15, 2020

MOTION: (two-thirds vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager, that the Town vote to include that certain parcel of land at 34 Union Street in the Independent Senior Living Option Overlay District ("ISLOOP") of the Town of Natick Zoning By-laws, specifically: that certain parcel of land, located on the northerly side of Union Street known and numbered as 34 Union Street, and specifically identified as Assessor's Map number 44 Parcel 259, intending to describe that land contained in that certain deed recorded in the Middlesex South District Registry of Deeds in Book 67492, Page 151, all as more particularly described on a Plan entitled "Amended Independent Senior Living Option Overlay District" by Engineering Design Consultants, Inc., dated August 14, 2020 and available or filed with the Select Board, or act on anything related thereto.

Exhibit A to Article 12

(Plan of Proposed Addition to Independent Senior Option Overlay Plan)



Mr. Brian Grossman, Attorney at Bowditch and Dewey, LLP spoke to the motion with permission from Town Meeting as he is not a Natick resident. ***The main motion under Article 12 passed unanimously (113-0-0).***

ARTICLE 17: To Amend Certain Provisions of Section III-I.2.2.5 of the Town of Natick Zoning By-laws (Sheryl Turner, et al.)

Move the Town Amend Certain Provisions of Section III-I.2.2.5 of the Town of Natick Zoning By-laws. To see if the Town will vote to amend the Natick Zoning Bylaw by amending certain provisions of Section III-I.2.2.5 (Intensity Regulations) of the Bylaw concerning Minimum Setbacks as set forth in Section 111-I.2.2.5.3.a, Width and Additional Setbacks as set forth in Section 111-I.2.2.5.5, and Sky Exposure Plane as set forth in Section 111-I.2.2.5.9 or take any action relative thereto.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	10-0-2
	DATE VOTED:	September 15, 2020

MOTION: (two-thirds vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager, that the Town vote to amend Section III-I.2. Independent Senior Living Overlay Option Plan of the Natick Zoning Bylaws by the following:

A. 2.5. Intensity Regulations

1. In section 3 – Minimum Setbacks, part a – Front Yard Setback insert after “40 feet” “or a distance that is no less than the average setback of the buildings that are located on the same side of the street of the subject parcel, within 450 feet of the subject parcel provided that the SPGA makes a specific finding in writing that the reduced setback results in a substantially better design” so that a. now reads:
 - a. *Front yard setback: 40 feet; or a distance that is no less than the average setback of the buildings that are located on the same side of the street of the subject parcel, within 450 feet of the subject parcel provided that the SPGA makes a specific finding in writing that the reduced setback results in a substantially better design.*
2. In section 5 – Width and Additional Setbacks insert after the last sentence of the section “The SPGA may allow a setback of less than 80 feet for the main entrance to the building and the minimum of 40% of the width of the building, in an amount no greater than the difference between 40 feet and the lesser Front Yard Setback, if the lesser Front Yard Setback is permitted as provided for in Section III-I.2.2.5.3.a. provided that that the SPGA makes a specific finding in writing that the lesser setback results in a substantially better design” so that 5. now reads:
 5. *Width and Additional Setbacks: Notwithstanding any other provision to the contrary, no new building shall be permitted on any portion of a parcel having a width less than one half of the square root of the Net Usable Land Area. Both the main entrance to the building and a minimum of 40% of the width of the building, as measured across the front yard, shall be located at least 80 feet back from the front line of the parcel. The SPGA may allow a setback of less than 80 feet for the main entrance to the building and the minimum of 40% of the width of the building, in an amount no greater than the difference between 40 feet and the lesser Front Yard Setback, if the lesser Front Yard Setback is permitted as provided for in Section III-I.2.2.5.3.a. provided that that the SPGA makes a specific finding in writing that the lesser setback results in a substantially better design.*
3. In section 9 – Sky Exposure Plane insert at the end of the section “or to such lesser amount as may be necessary to allow for a Front Yard Setback of less than 40 feet as provided for in Section III-I.2.2.5.3.a provided that that the SPGA makes a specific finding in writing that the lesser Sky Exposure Plane results in a substantially better design” so that 9. now reads:
 9. *Sky Exposure Plane: The roof of the building may not project beyond a sky exposure plane determined from a line 10 feet in from and parallel to the lot frontage line in a rise:run ratio of 0.50:1.00 or to such lesser amount as may be necessary to allow for a Front Yard Setback of less than 40 feet as provided for in Section III-I.2.2.5.3.a provided that that the SPGA makes a specific finding in writing that the lesser Sky Exposure Plane results in a substantially better design.*

or to take any action relative thereto.

Mr. Brian Grossman, Attorney at Bowditch and Dewey, LLP, spoke to the motion under Article 17. *The main motion under Article 17 passed by a two-thirds vote (114-1-1).*

ARTICLE 3: AMEND ZONING BYLAWS: Setbacks in Downtown Mixed Use (DM) District (Select Board)

To see if the Town of Natick will vote to amend the Natick Zoning By-Laws with regard to the front setback requirements in Natick Center by modifying section III-E.3 (Dimensional and Density Requirements)

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	8-3-0
	DATE VOTED:	September 22, 2020

MOTION: (two-thirds vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to amend Section III-E Downtown Mixed Use District of the Natick Zoning Bylaws by the following:

Section 3. Dimensional and Density Requirements

In subsection b – Minimum Yard Dimensions, re-organize the existing text into sections and, in the first section “Front Yard”, replace, the words “if less, the smallest front yard existing on any abutting lot having frontage on the same side of the same street, upon the issuance of a Special Permit by the SPGA based on a finding that such lesser setback will not be detrimental to the neighborhood” with the words “any lesser amount by special permit provided that the SPGA finds that the following criteria have been met: i. Adequate sidewalk width is available to support the anticipated level of activity and usage; ii. the placement of the building is generally consistent with that of other buildings on the streets; and iii. the placement of the building supports a walkable pedestrian area” so that the section now reads:

b. Minimum Yard Dimensions:

1. Front Yard – fifteen (15) feet or any lesser amount by special permit provided that the SPGA finds that the following criteria have been met:
 - i. Adequate sidewalk width is available to support the anticipated level of activity and usage;
 - ii. the placement of the building is generally consistent with that of other buildings on the street; and
 - iii. the placement of the building supports a walkable pedestrian area.
2. Side Yard – ten (10) feet where premises abut a residential district, otherwise none required.
3. Rear yard - Twenty (20) feet.

Mr. Freas, Director, Community and Economic Development spoke to all of the articles 3-4 and 6-8 which are all related to the Downtown Mixed Use District (DMU). *The main motion under Article 3 passed by a two-thirds vote (111-7-2).*

ARTICLE 4: AMEND ZONING BY-LAWS: Downtown Mixed-Use District: Ground Floor Residential Uses (Select Board and Planning Board)

To see if the Town will vote to amend the Town of Natick Zoning Bylaws regarding ground floor uses in the Downtown Mixed Use (DM) District by:

- A. Amending Section III-E (Downtown Mixed Use District (DM)), including but not limited to:
- B. Use Regulations for the DM Districts;

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	8-1-2
	DATE VOTED:	September 22, 2020

MOTION: (two-thirds vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to *amend Section III – USE REGULATIONS of the Natick Zoning Bylaws by inserting*

“ii. Habitable Rooms of multi-family dwellings may be located on the first floor of any structure in the DM district except on:

- Main Street in its entirety, from West/East Central Street to North Avenue;
- South Main Street from West/East Central Street to south boundary of DM district;
- North Ave from North Main Street to Washington Street;
- South Ave from Main Street to Clarendon Street;
- Pond Street from South Main Street to the west boundary of the DM district;
- East Central Street from Main Street to east boundary of DM district;
- West Central Street from Main Street to west boundary of DM district;
- Common Street from South Main Street to Park Street;
- Court Street in its entirety;
- Park Street in its entirety; and
- Washington Street from East Central Street to North Ave.

As shown on Map III-E, 2 (b)



in Section III-E DOWNTOWN MIXED USE DISTRICT (DM), Part 2, after “i. the Special Permit Granting Authority specifically determines that adequate provision has been made for off-street parking;”

So that Section III-E, Part 2 (b) now reads:

b. USES ALLOWED ON SPECIAL PERMIT ONLY:

The following uses may be allowed by the Special Permit Granting Authority in accordance with the provisions of Chapter 40A of the General Laws and in accordance with Section VI-DD of this By-law.

1. Multi-family dwellings, provided that:

- i. The Special Permit Granting Authority specifically determines that adequate provision has been made for off-street parking;
- ii. Habitable Rooms of multi-family dwellings may be located on the first floor of any structure in the DM district except on:
 - Main Street in its entirety, from West/East Central Street to North Avenue;
 - South Main Street from West/East Central Street to south boundary of DM district;
 - North Ave from North Main Street to Washington Street;
 - South Ave from Main Street to Clarendon Street;
 - Pond Street from South Main Street to the west boundary of the DM district;
 - East Central Street from Main Street to east boundary of DM district;
 - West Central Street from Main Street to west boundary of DM district;
 - Common Street from South Main Street to Park Street;
 - Court Street in its entirety;
 - Park Street in its entirety; and
 - Washington Street from East Central Street to North Ave.

As shown on Map III-E, 2 (b)



Mr. Freas, Director, Community and Economic Development, as well as Ms. Evans, Chair, Planning Board spoke to the article. During the presentation, Ms. Evans identified misnumbered sections of the presented motion. The Moderator recommended to postpone consideration of Article 4 until after consideration of Article 8.

Moved by Ms. Wollschlager, seconded by Mr. Evans to postpone consideration under Article 4 until after consideration of Article 8. **The motion passed by a majority vote (105-4-2).**

ARTICLE 5: AMEND ZONING BYLAWS: Incremental Parking Schedule (Select Board and Planning Board)

To see if the Town will vote to amend the Town of Natick Zoning Bylaws by modifying Section V-D (Off-Street Parking and Loading Requirements) and other sections of the Bylaw, as required, regarding the designation of funds received through the provisions of Section V-D.3 (Parking Facilities Required by Category of Parking Demand) and Section V-D.5 (Exceptions in Downtown Mixed Use District)

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	Referral to Sponsors
	QUANTUM OF VOTE:	11-0-0
	DATE VOTED:	September 22, 2020

MOTION: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager, that the Town vote to refer the subject matter of Article 5 to the sponsors.

The referral motion passed by a majority vote (112-1-1).

ARTICLE 6: AMEND ZONING BYLAWS: Parking in Downtown Mixed Use (DM) District (Select Board and Planning Board)

To see if the Town will vote to amend Natick Zoning By-Laws with regard to off-street parking requirements in Downtown mixed Use (DM) District by:

A. Replace, eliminate or modify the following sections (including, without limitations, subsections and/or footnotes) that relate to off-street parking standards for DM districts:

- Section V-D.3 - Parking Facilities Required by Parking Demand
- Section V-D.5 -Exceptions in Downtown Mixed Use District
- Sections V-D.6 - Location of Required Parking Spaces to V-D.19 - Administration & Parking

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION – MOTION A

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	8-3-0
	DATE VOTED:	September 22, 2020

MOTION A: (two-thirds vote required)

Motion A moved by Mr. Evans, seconded by Ms. Wollschlager, that the Town vote to amend Section V-D – OFF STREET PARKING AND LOADING REQUIREMENTS of the Natick Zoning Bylaws by the following:

A. Part 3. Parking Facilities Required by Parking Demand

1. In sub-part b), replace “In a DM district there shall be one (1) space for a studio apartment, two (2) spaces for a 1 or 2 bedroom unit, and three (3) spaces for units having three (3) or more bedrooms, all of such spaces to be provided on-site. (Art. 45 S.T.M. April 7, 1987)”, with “*In a DM district there shall be one (1) space for a studio apartment, one (1) bedroom unit, or two (2) bedroom unit and two (2) spaces for units having three (3) or more bedrooms*”, so that b) now reads:

*b) One (1) space for one (1) bedroom or studio units, one and one-half (1 1/2) spaces for two (2) bedroom units, and two (2) spaces for units having three (3) or more bedrooms. All required spaces are to be provided within a distance not to exceed three hundred (300) feet from the building in which the specific family unit served is located. In a PCD District, parking lots shall not exceed 125 spaces in any one lot, and lots shall be at all points at least twenty-five (25) feet apart. * For an AP Cluster Development, the parking requirements shall be one (1) space for a studio unit, and two (2) spaces for one or more bedrooms. In the DM district there shall be one (1) space for a studio apartment, one (1) bedroom unit, or two (2) bedroom unit and two (2) spaces for units having*

three (3) or more bedrooms. Note: Any housing which is specifically designed and constructed to meet the needs of the elderly may reduce the parking requirements for all such units by one-half.

2. In sub-part r), after “Notwithstanding the minimum requirements enumerated in sections a) and b) above” replace, “the parking requirements for dwelling units in the DM and any Hoop District may be reduced by special permit to a minimum number as follows: one (1) space for one (1) bedroom or studio units, one and one-half (1 ½) spaces for two (2) bedroom units, and two (2) spaces for units having three (3) or more bedrooms, conditioned upon the approval of the SPGA and”, with “the SPGA may, by special permit, reduce or remove the parking requirement for dwelling units in the DM and any HOOP District” so that r) now reads:

r) Notwithstanding the minimum requirements enumerated in sections a) and b) above, **the SPGA may, by special permit, reduce or remove the parking requirement for dwelling units in the DM and any HOOP District** upon commitment to payments according to the incremental Parking Credit schedule in Table 1 below based on the difference in parking units provided and those required under sections a) and b) above. Said payments are due prior to the issuance of an occupancy permit. Any Special Permit issued under this section is subject to findings by the SPGA that the decrease in on-site parking is not substantially more detrimental than the requirements of the Zoning district.

Mr. Freas, Director, Community and Economic Development, as well as Mr. Hickey, Select Board and Ms. Evans, Chair, Planning Board, spoke to Motion A under Article 6. Discussion ensued on this motion. Mr. Krentzman, seconded by Mr. Sidney moved the question to end debate on Motion A under Article 6. ***The motion to move the question passed by a two-thirds vote (110-7-1). Motion A under Article 6 passed by a two-thirds vote (100-15-3).***

FINANCE COMMITTEE RECOMMENDATION – MOTION B

The Finance Committee took the following action:	RECOMMENDATION:	No Recommendation
	QUANTUM OF VOTE:	Favorable Action: 7-1-3
	DATE VOTED:	September 22, 2020

MOTION B: (requires a two-thirds vote)

Moved by Ms. Evans, seconded by Mr. Sidney that the Town vote to amend Section V-D – OFF STREET PARKING AND LOADING REQUIREMENTS of the Natick Zoning Bylaws by the following:

A. Part 3. Parking Facilities Required by Parking Demand

1. In sub-part d), after “For offices - 1 space per four hundred (400) square feet of gross floor area*”, add “, within the DM District, 1 space per seven hundred (700) square feet of gross floor area.”, so that d) now reads:

d) For offices - 1 space per four hundred (400) square feet of gross floor area, within the DM District, 1 space per seven hundred (700) square feet of gross floor area.*

2. In sub-part e), after “For financial institutions, retail stores, personal services, shops, and similar commercial uses - 1 space for each two hundred and fifty (250) square feet of gross floor area. Within the DM District, 1 space for each five hundred (500) square feet of gross floor area”, add “, except that where the use is located on the first floor there is no minimum parking requirement.”, so that e) now reads:

e) For financial institutions, retail stores, personal services, shops, and similar commercial uses - 1 space for each two hundred and fifty (250) square feet of gross floor area. Within the DM District, 1 space for each five hundred (500) square feet of gross floor area, except that where the use is located on the first floor there is no minimum parking requirement.

3. In sub-part g), after “For restaurants, night clubs, bars and lounges - 1 space for each thirty (30) square feet of public area or 1 space for every three (3) seats, whichever is greater. Within the DM District, 1 space for every twenty-five (25) seats”, add “, except that where the use is located on the first floor there is no minimum parking requirement.”, so that g) now reads:

g) For restaurants, night clubs, bars and lounges - 1 space for each thirty (30) square feet of public area or 1 space for every three (3) seats, whichever is greater. Within the DM District, 1 space for every twenty-five (25) seats, except that where the use is located on the first floor there is no minimum parking requirement.

4. After sub-part q), insert a new sub-part r) and renumber the following sub-parts accordingly. In the new sub-part r) insert the text from sub-part w). After “whichever is greater.” insert “*Within the DM, 1 space for every two thousand five hundred (3,000) square feet of gross floor area, or 1 space for each four (4) persons normally employed in the largest shift, whichever is greater.*”, so that r) now reads:

*“r) Specialty Craft Fabrication without accessory space for consuming goods produced on site – 1 space for every two thousand (2,000) square feet of gross floor area, or 1 space for each three (3) persons normally employed in the largest shift, whichever is greater. **Within the DM district, 1 space for every three thousand (3,000) square feet of gross floor area or 1 space for each four (4) persons normally employed in the largest shift, whichever is greater.**”*

5. After sub-part r), insert a new sub-part s) and renumber the following sub-parts accordingly. In the new sub-part s) insert the text from sub-part x). After “beverages.”, insert “*Within the DM district, 1 space for every three thousand (3,000) square feet of gross floor area, or 1 space for each four (4) persons normally employed in the largest shift, whichever is greater, plus 1 space for every two hundred and fifty (250) square feet of public area reserved for the general public for the actual consumption of food and beverages (indoor spaces only), except that where the public area is located on the first floor there is no minimum parking requirement.*” so that s) now reads:

*s) Specialty Craft Fabrication with accessory space for consuming goods produced on site – 1 space for every two thousand (2,000) square feet of gross floor area, or 1 space for each three (3) persons normally employed in the largest shift, whichever is greater plus 1 space for every thirty (30) square feet of public area reserved for the general public for the actual consumption of food and beverages. **Within the DM District, 1 space for every three thousand (3,000) square feet of gross floor area, plus 1 space for every two hundred and fifty (250) square feet of public area reserved for the general public for the actual consumption of food and beverages (indoor spaces only), except that where the public area is located on the first floor there is no minimum parking requirement.***

6. After sub-part s), insert a new sub-part t) and renumber the following sub-parts accordingly. In the new sub-part t) insert the text from sub-part y). After “*Creative Production – 1 space for every five hundred (500) square feet of gross floor area*”, add “*, within the DM District, 1 space for every one thousand (1,000) square feet of gross floor area*”, so that t) now reads:

*t) Creative Production – 1 space for every five hundred (500) square feet of gross floor area, **within the DM District, 1 space for every one thousand (1,000) square feet of gross floor area.***

And the following sub-parts are now labeled u), v), w), x), and y).

B. Part 5. Exceptions in Downtown Mixed Use District

1. In the first paragraph of Part 5, replace “in sections 3, c) through through 3, q)”, with “*in sections 3, c) through 3, t)*”, so that the paragraph now reads:
2. *Notwithstanding the minimum requirements enumerated in sections 3, c) through 3, t) above, in a DM District the number of parking spaces required for non-residential use may be reduced by special permit by not more than ten (10%) percent of the requirement of section V-D 3, conditioned upon the approval of the SPGA, and upon commitment to payments according to the Incremental Parking Credit schedule in Table 2 below based on the difference in parking units provided and those required under sections c) through q) above. Said payments are due prior to the issuance of an occupancy permit. Any Special Permit issued under this section is subject to findings by the SPGA that the decrease in on-site parking is not substantially more detrimental than the requirements of the Zoning district.*”
3. In the second paragraph of Part 5, replace “in sections 3, c) through through 3, q)”, with “*in sections 3, c) through 3, t)*”, so that the paragraph now reads:

Further notwithstanding the minimum requirements enumerated in sections 3, c) through 3, t) above, in a DM

District the SPGA may, as part of a special permit or site plan review for a change in use or expansion of prior use, in its discretion reduce the required number of parking spaces by an amount equal to the number of spaces by which the prior use is below the minimum number of spaces required for that use, but only upon a finding that the new or expanded use is not detrimental to the intent of this bylaw and that the new or expanded use (a) increases architectural accessibility, (b) accommodates mixed use on the parcel, (c) improves pedestrian and/or vehicular movements, (d) enhances the streetscape for abutting properties, (e) creates affordable housing, or (f) accommodates mass transit facilities. (Art. 41, Spring T.M. 4/12/11)

Mr. Freas, Director of Community and Economic Development, as well as Mr. Hickey from the Select Board and Ms. Evans, Chair of the Planning Board spoke to Motion B under Article 6. Discussion ensued on this motion.

Motion B under Article 6 passed by a two-thirds vote (99-13-4).

FINANCE COMMITTEE RECOMMENDATION – MOTION C

The Finance Committee took the following action:	RECOMMENDATION:	No Consideration
	QUANTUM OF VOTE:	
	DATE VOTED:	September 22, 2020

The Moderator ruled that Motion C under Article 6 was outside the scope of the Article and would not be taken up.

Moved by Mr. Sidney, seconded by Mr. Evans to adjourn until 6:30 p.m. on Thursday, November 5, 2020. ***The motion to adjourn passed by a majority vote (98-5-3).*** The fourth session of 2020 Fall Annual Town Meeting adjourned at 5:15 PM.

A record of the Fourth Session of
2020 Fall Annual Town Meeting
November 1, 2020

Diane Packer
Town Clerk

**Fall Annual Town Meeting
Virtual Town Meeting
November 5, 2020
Fifth Session**

The Fifth Session of the 2020 Fall Annual Town Meeting was held in a virtual/remote meeting and was called to order at 6:34 p.m. on Thursday, November 5, 2020 by Frank Foss, Town Moderator. The Moderator declared a quorum present.

The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the fifth session 2020 Fall Annual Town Meeting. Consistent with previous approval of the use of video and telephone conferencing, Fall Annual Town Meeting is being conducted as a Virtual Town Meeting. The Moderator informed Town Meeting that four technicians are quarantined for COVID-19 precautions.

The Moderator asked if there were any recently elected or appointed members of Town Meeting stand to take the oath of office; there were none. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on behalf at home and abroad.

The Moderator introduced the officials Karis North, Town Counsel; Abdul Roth, Jeff Horan, from Option Technologies; Cynthia Amara, Assistant Town Counsel, Linda Wollschlager, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Jonathan Freedman, Chair, Select Board; Melissa Malone, Town Administrator, John Townsend, Deputy Town Administrator; James Errickson, Deputy Town Administrator; James Freas, Director, Community and Economic Development, Terri Evans, Chair, Planning Board. Also present are four Assistant Moderators, Craig Bystrynski; Carol Gloff; Patty Sciarra; and Richard Sidney.

The Moderator reviewed the general rules and procedures of Town Meeting. All residents and taxpayers of the town and all town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however, they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval of Town Meeting Members. All motions offered for the consideration at Town Meeting shall be in writing and sent to the following email address: moderator@natickma.org.

Consistent with the Natick Bylaws, once a person is recognized, it is the practice that the Speaker will first ask a question(s) and then debate the highest-ranking motion. Only Town Meeting Members can make a motion and they should do so after they have asked their questions and before they start debate. No person shall speak more than five (5) minutes at one time without permission of Town Meeting. Registered voters residing in the Town wishing to participate in a remote town meeting should have submitted a request to participate to the Town Clerk not less than 48 hours in advance of town meeting.

Any person having a monetary or equitable interest in any matter under discussion at Town Meeting, and any person employed by another having such an interest, shall disclose the fact of her or his interest or employment before speaking on the motion.

**ARTICLE 7: AMEND ZONING BY-LAWS: Amendment to Zoning Map – Downtown Mixed Use (DM) District
(Select Board and Planning Board)**

To see if the Town will vote to change the following parcels from the Residential General (RG) Zoning District to the Downtown Mixed Use (DM) Zoning District:

Assessors Map 43 Lot 263, known as 16 West Central Street; Assessors Map 43 Lot 262, known as 14 West Central Street; and Assessors Map 43 Lot 257, known as 25 Pond Street
as shown on the plan on file with the Community and Economic Development Office and the Town Clerk's Office

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	9-3-0
	DATE VOTED:	September 17, 2020

MOTION: (two-thirds vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager, that the Town vote to amend the Town of Natick Zoning Map as issued on June 20, 2020, by changing the following parcels from the Residential General (RG) Zoning District to the Downtown Mixed Use (DM) Zoning District:

Assessors Map 43, Lot 263, known as 16 West Central Street;
Assessors Map 43, Lot 262, known as 14 West Central Street; and
Assessors Map 43, Lot 257, known as 25 Pond Street

as shown on the plan on file with the Community and Economic Development Office and the Town Clerk's Office.

Mr. Freas, Director, Community and Economic Development; Mr. Hickey, Member, Select Board and Ms. Evans, Chair of the Planning Board spoke to the article. Discussion ensued on this article. Moved by Ms. Ball seconded by Mr. Hickey, to move the question and end debate on Article 7. *The motion to move the question passed by a two-thirds vote (110-4-1).* The main *motion under Article 7 passed by a two-thirds vote (110-4-0).*

ARTICLE 8: AMEND ZONING BYLAWS: Uses in Downtown Mixed Use (DM) District (Select Board and Planning Board)

To see if the Town will vote to amend the Town of Natick Zoning Bylaws by modifying Section III-E.2 (Use Regulations Schedule for DM Districts) and Section 200 (Definitions) and other sections of the Bylaw, as required, regarding restaurants and eating establishments

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATIONS– MOTION A and B

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	11-0-0
	DATE VOTED:	September 22, 2020

MOTION A: (two-thirds vote required)

Motion A moved by Mr. Evans, seconded by Ms. Wollschlager, that the Town vote to amend **Section III-E Downtown Mixed Use District** of the Natick Zoning Bylaws by the following:

2. Use Regulations for DM Districts; Subsection a. – Permitted Uses

In subsection 17, after the words "Eating establishments" remove the words "serving customers inside of the building" and, after the words "mechanical entertainment", add "Outdoor dining is allowed provided that: i. A minimum six (6) foot clear path is maintained free of obstruction in any pedestrian pathway or sidewalk; ii. The outdoor dining area is at least 50 feet from a residential district; iii. where an outdoor dining area will abut a street or parking area, the Police Department and Department of Public Works have provided written approval of protective measures to prevent vehicular intrusion into the outdoor dining area; and iv. the proposed outdoor dining area complies with all other Town and State rules and regulations."

So that the section now reads:

17. Eating establishments without live or mechanical entertainment. Outdoor dining is allowed provided that:
- A minimum six (6) foot clear path is free of obstruction in any pedestrian pathway or sidewalk;
 - The outdoor dining area is at least 50 feet from a residential district;
 - Where an outdoor dining area will abut a street or parking area, the Police Department and Department of Public Works have provided written approval of protective measures to prevent vehicular intrusion into the outdoor dining area; and
 - The proposed outdoor dining area complies with all other Town and State rules and regulations.

Mr. Freas, Director, Community and Economic Development and Mr. Hickey, member of the Select Board spoke on this article. Moved by Mr. Grady, seconded by Ms. Coughlin to move the question and end debate on Motion A under Article 8. ***The motion to move the question passed by a two-thirds vote (106-11-2). Motion A under Article 8 passed by a two-thirds vote (109-5-1).***

MOTION B: (two-thirds vote required)

Motion B moved by Mr. Evans, seconded by Ms. Wollschlager, that the Town vote to amend **Section III-E Downtown Mixed Use District** of the Natick Zoning Bylaws by the following:

2. Use Regulations for DM Districts; Subsection b. – Uses Allowed on Special Permit Only:

In subsection 5, after the words “mechanical entertainment” remove the words “or service to customers outside of the building”.

So that the section now reads:

5. Eating establishments providing live or mechanical entertainment.

Motion B under Article 8 passed by a two-thirds vote (109-5-1).

The Moderator announced that the meeting would consider Article 4 which had previously been postponed until after consideration of Article 8. A revised motion (corrected for a numbering error) has been provided and approved by Ms. North, Town Counsel. The motion as detailed above was put on the floor.

ARTICLE 4: AMEND ZONING BY-LAWS: Downtown Mixed-Use District: Ground Floor Residential Uses (Select Board and Planning Board)

To see if the Town will vote to amend the Town of Natick Zoning Bylaws regarding ground floor uses in the Downtown Mixed Use (DM) District by:

- A. Amending Section III-E (Downtown Mixed Use District (DM)), including but not limited to:
- B. Use Regulations for the DM Districts;

Or otherwise act thereon.

MOTION: (two-thirds vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager, move that the Town vote to amend Section III – USE REGULATIONS of the Natick Zoning Bylaws by inserting

“iii. Habitable Rooms of multi-family dwellings may be located on the first floor of any structure in the DM district except on:

- Main Street in its entirety, from West/East Central Street to North Avenue;
- South Main Street from West/East Central Street to south boundary of DM district;
- North Ave from North Main Street to Washington Street;
- South Ave from Main Street to Clarendon Street;
- Pond Street from South Main Street to the west boundary of the DM district;
- East Central Street from Main Street to east boundary of DM district;
- West Central Street from Main Street to west boundary of DM district;
- Common Street from South Main Street to Park Street;
- Court Street in its entirety;
- Park Street in its entirety; and
- Washington Street from East Central Street to North Ave.

As shown on Map III-E, 2 (b)



in Section III-E DOWNTOWN MIXED USE DISTRICT (DM), Part 2, after “i. the Special Permit Granting Authority specifically determines that adequate provision has been made for off-street parking;”

So that Section III-E, Part 2 (b) now reads:

b. USES ALLOWED ON SPECIAL PERMIT ONLY:

The following uses may be allowed by the Special Permit Granting Authority in accordance with the provisions of Chapter 40A of the General Laws and in accordance with Section VI-DD of this By-law.

1. Multi-family dwellings, provided that:

- i. The Special Permit Granting Authority specifically determines that adequate provision has been made for off-street parking;
- ii. all provisions of Section V-J are met to the satisfaction of the Special Permit Granting; and (Art. 32, Fall TM 10/16/18). (Art. 52, F.T.M. 10/17/17) (Article 29, Fall TM 10/15/19)
- iii. Habitable Rooms of multi-family dwellings may be located on the first floor of any structure in the DM district except on:
 - Main Street in its entirety, from West/East Central Street to North Avenue;
 - South Main Street from West/East Central Street to south boundary of DM district;
 - North Ave from North Main Street to Washington Street;
 - South Ave from Main Street to Clarendon Street;
 - Pond Street from South Main Street to the west boundary of the DM district;
 - East Central Street from Main Street to east boundary of DM district;
 - West Central Street from Main Street to west boundary of DM district;
 - Common Street from South Main Street to Park Street;

- Court Street in its entirety;
- Park Street in its entirety; and
- Washington Street from East Central Street to North Ave.

As shown on Map III-E, 2 (b)



The main motion under Article 4 passed by a two-thirds vote (110-7-2).

ARTICLE 9: Sherborn Sanitary Sewer Extension (Pulte Homes) Intermunicipal Agreement - (Town Administrator)

To see if the Town will vote to authorize the Select Board to enter into an Intermunicipal Agreement with the Town of Sherborn for the receipt of sanitary sewerage for a term of up to 99 years on such terms and conditions that the Board determines are in the best interest s of the Town; and further to see if the Town will authorize the Select Board to take any and all action necessary to effectuate such agreement including, but not limited to, petitioning the General Court for a special act authorizing said agreement

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	No Action
	QUANTUM OF VOTE:	11-0-0
	DATE VOTED:	September 29, 2020

MOTION: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager, that the Town vote to take no action on the subject matter of Article 9. Ms. North, Town Counsel spoke to this article. *The motion to take no action under Article 9 passed by a majority vote (113-7-2).*

ARTICLE 10: Authorize Special Legislation Article 97 Land Disposition of a Portion of 181 West Central Street (Natick Affordable Housing Trust Fund)

To see if the Town will vote:

- A. To authorize the Select Board to petition the General Court for the creation of special legislation in support of the disposition of approximately 1.25 acres of land subject to the provisions of Article 97 of the Articles of Amendment to the Constitution of the Commonwealth of Massachusetts. Such land is a portion of the approximately 2.25 acre parcel at 181 West Central Street and would be repurposed for the creation of affordable housing with preference to veterans as permitted by the funding source or other requirements. The precise description of the disposed land shall be determined by a property survey commissioned by the Affordable Housing Trust Fund prior to the submission of the petition to the General Court.
- B. To grant compensatory land from one or more Town- or Trust-owned parcels, in accordance with any necessary requirements of Article 97.

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION – MOTION A

The Finance Committee took the following action:	RECOMMENDATION:	No Recommendation
	QUANTUM OF VOTE:	Referral 6-1-2
	DATE VOTED:	September 10, 2020

FINANCE COMMITTEE RECOMMENDATION – MOTION B

The Finance Committee took the following action:	RECOMMENDATION:	No Recommendation
	QUANTUM OF VOTE:	Referral 5-1-5
	DATE VOTED:	September 10, 2020

Motion A

Moved by Ms. Salamoff, seconded by Ms. Sciarra, that the Town vote to support the use of the western portion of the 181 West Central Street site for the development of affordable veterans housing, not to exceed 1.25 acres, subject to the identification of additional Article 97 land satisfactory in size and nature to the Natick Recreations and Parks Commission and the Conservation Commission.

The Moderator explained that the motion as presented does not fulfill the action of the article and serves more like resolution to understand the preferences of Town Meeting. Ms. North, Town Counsel, explained that this motion does not fulfill the requirements required for a home rule petition or those requirements for Article 97 land. Ms. Susan Salamoff and Mr. Johnson, Chair, Natick Affordable Housing Trust Fund spoke to this article. Discussion ensued on this article. Moved by Mr. Sidney, seconded by Mr. Kipling, that the Town vote to refer the subject matter of Article 10 to the Select Board and the Affordable Housing Trust Fund. Discussion ensued on the referral. Moved by Mr. Sidney, seconded by Mr. Kipling to amend the referral motion so that the referral of the subject matter of Article 10 would be to the Select Board, the Affordable Housing Trust, the Conservation Commission, and the Planning Board. **There were no objections to the amendment to the referral motion. The Moderator accepted the amendment.** Moved by Mr. Grady seconded by Mr. Sidney to move the question and end debate on the amended referral motion. ***The motion to move the question and end debate passed by a two-thirds vote (105-4-4).***

The amended referral motion under Article 10 passed by a majority vote (59-49-8).

ARTICLE 11: AMEND ZONING BYLAWS: Single Family Residential Cluster Development (Planning Board)

To see if the Town will vote to amend the Zoning By-laws to consolidate, modernize and simplify Residential Cluster development provisions by Replacing in their entirety Sections III-1.F - III-5.F with a new Section III-F.1 that:

1. Addresses the following topics:
 - a. Purpose and Intent;
 - b. Applicability;

- c. Permitted and Allowed Uses;
 - d. Procedures;
 - e. Criteria;
 - f. Development Area;
 - g. Number of Dwelling Units;
 - h. Cottage Dwellings;
 - i. Intensity Regulations;
 - j. Exceptions to the Otherwise Applicable Intensity Regulations;
 - k. Cottage Development Alterations Restrictions;
 - l. Age Qualified Housing Units;
 - m. Affordability;
 - n. Building Design Criteria;
 - o. Preserved Open Space;
 - p. Parking;
2. Amends, modifies, or adds to Article I, Section 200 - Definitions, including without limitation defining any aspect of the provision(s) for 'Cottage Development' 'Preserved Open Space', 'Development Area' and 'Net Usable Land Area' to the Town of Natick Zoning Bylaw;
 3. Amends modifies or adds to Article III.A.2

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION – MOTIONS A, B AND C

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	12-0-0
	DATE VOTED:	September 15, 2020

MOTION A: (two-thirds vote required)

Motion A moved by Mr. Evans, seconded by Ms. Wollschlager, that the Town vote to amend the Natick Zoning Bylaws by removing in their entirety Section III-1.F – Section III-5.F and inserting a new section entitled “Section III-F.1 “Single Family Residential Cluster Development” after “Section III-F. Cluster Development Allowed in Certain Districts”, so that Section III-F.1 now reads:

III-F.1 SINGLE FAMILY RESIDENTIAL CLUSTER OPTION - RSA, RSB & RSC DISTRICTS

1. PURPOSE AND INTENT:

Single Family Residential Cluster (SRC) is a development option designed to help the Town maximize available land for open space and diversify Natick’s housing stock with a variety of dwellings, including accessible or age-qualified units. Residential cluster development also helps preserve Natick’s local character, minimizes the amount of impervious surfaces on residential lots, improves neighborhood connectivity and advances the goals and policies of Natick’s Comprehensive Master Plan and its Open Space and Recreation Plan.

Clustering fosters a more economical and efficient use of residential land than may be accomplished through standard subdivision development by utilizing Open Space Residential Design (OSRD) and Low Impact Design (LID) principles encouraged by the Massachusetts Executive Office of Environmental Affairs (EOEA) to protect the existing character of the landscape and preserve more public open space for water supply, wetland, and other natural habitat, conservation, and recreation. In addition, cluster development reduces the typical costs of providing municipal services to residential developments. SRC development is an optional alternative in the Residential Single (RSA, RSB or RSC) zoning districts.

2. APPLICABILITY

The Special Permit Granting Authority (SPGA), as hereinafter provided, may grant Special Permits for SRC in accordance with Section VI-DD and VI-EE of these by-laws and subdivision approval in accordance with the subdivision rules and regulations, and other rules and regulations as adopted pursuant to Section III-F.1.4(c) herein, for the construction and occupancy of a SRC located in RS A, RS B or RS C zoning districts, provided that the gross land area of the development parcel is at least two (2.0) or more acres (87,120 square feet).

The applicant must either own or submit authorization in writing to act for all the owners to the lots comprising the parcel prior to submitting a formal application.

3. PERMITTED AND ALLOWED USES

The SPGA may grant Special Permits pursuant to the provisions of the By-Law and M.G.L. Chapter 40A for the following uses:

- a. Single-family dwellings provided that the total number of such dwellings does not exceed the total number of units permitted for the entire SRC pursuant Section III-F.1.7 herein and which meet the dimensional requirements of single family lots as stated in Section III-F.1.9(a) herein.*
- b. Small single-family cottages (SFC) pursuant Section III-F.1.7 and which meet the dimensional requirements of cottage lots as stated in Section III-F.1.9 (c) herein.*
- c. Town houses provided that the total number of such dwellings does not exceed the total number of units permitted for the entire SRC pursuant Section III-F.1.7 and which meet the dimensional requirements of town home lots as stated in Section III-F.1.9 (b) herein.*
- d. Indoor & outdoor tennis courts, swimming pools and other non-commercial active recreational facilities with use restricted to residents of the SRC, including accessory structures necessary for appropriate non-commercial use and operation of such recreational facilities.*
- e. Open space, accessible to the public, subject to Section III-F.1.14.*
- f. The SPGA may adopt regulations further controlling the relative percentage mix of single-family dwellings, single-family cottages, town houses, and age-qualified housing units.*

4. PROCEDURES:

The procedures for obtaining Special Permit for SRC are:

- a. Pre-Application: To promote better communication, reduce pre-development costs and increase efficiency, the applicant shall request a SRC Pre-Application Review with the Community and Economic Development Department and staff of the Conservation Commission, Board of Health, Department of Public Works and any other Department, Board and/or Committee with interest in the proposal to the pre-application review. At the SRC Pre-Application Review, the applicant may outline a proposal, seek preliminary feedback from town staff, and set a timetable for submittal of a formal application. At the request and expense of the applicant, the SPGA may engage technical experts to review the informal plans of the applicant and to facilitate submittal of a formal application for Special Permit Approval of a SRC.*

In order to facilitate review at the SRC Pre-Application stage, applicants must submit three (3) copies of the following information to the Community and Economic Development Department:

- i. Residential Conservation Analysis Map. This map illustrates the parcel in relation to its surrounding neighborhood and displays existing conditions on the property. It shall include the most recent color orthographic photo of the project area, land within 300 feet of the project area, and parcel lines, and be prepared and stamped by a registered professional engineer, landscape architect or professional land surveyor at the scale of 1" = 100' or of greater detail. The plan shall document the presence (if at all) of the following features: wetlands, riverfront areas, floodplains and steep slopes (slopes greater than 15%), mature un-degraded woodlands, hedgerows, farmland, unique or special wildlife habitats, Natural Heritage and Endangered Species Program (NHESP) features, historic or cultural features (such as old structures, stone walls), unusual geologic formations, potential foot, bicycle, horse, ski, snowmobile or wildlife connections to adjacent or nearby undeveloped lands, and scenic views in to and out from the property. Overlaying this plan onto a development plan identifies areas where conservation priorities and desired development overlap and/or conflict. This map will delineate three areas for the SPGA's review:*
 - 1. PRIMARY CONSERVATION AREAS: areas containing the proposed Preserved Open Space, where development will be prohibited, which shall be permanently protected and which shall, to the extent feasible, be contiguous and meet the conservation goals of Natick's Comprehensive Master and Open Space and Recreation Plans. Refer to Section 14 for more information;*
 - 2. POTENTIALLY DEVELOPABLE AREA: areas containing the proposed Development Area, where structures, driveways, roadways, and other elements in the SRC development are proposed to be located. Refer to Section 6 for more information.*
- ii. Conceptual Subdivision Plan. This plan shall display the layout of single-family house lots according to relevant dimensional regulations for the underlying Single Family Residential District in Section IV-B herein.*

- b. Formal Application: The applicant for a SRC shall submit to the SPGA a formal application for a Special Permit which includes a preliminary cluster subdivision plan and the Residential Conservation Analysis Map. The application shall be filed in the name of the record owner(s) of the parcel(s) to be developed. The date of application shall be the date when filing is made with the SPGA.
- c. Conservation Analysis and Finding: The SPGA shall, in the course of its Special Permit review, study the Residential Conservation Analysis Map and shall make a Cluster Conservation Finding that shall be incorporated into its actions on the Special Permit. The SPGA may waive portions of the required submittal for a Residential Cluster Analysis when the SPGA first consults with the Conservation Commission and any other Committee and/or Board, and determines that the waived portion of the conservation analysis is not relevant and useful to decisions about a particular project area and would impose an undue hardship on the applicant and serve no benefit to the town.

In making its Cluster Conservation Finding, the SPGA shall:
 - i. Notify the applicant forthwith if the information provided is incomplete or appears to be in error;
 - ii. Provide a copy of the Conservation Analysis to the Conservation Commission and any other Committee and/or Board within 14 days of receipt;
 - iii. Consult with the Conservation Commission any other Committee and/or Board, the most recently adopted Comprehensive Master Plan, and the most recently adopted Open Space and Recreation Plan; and
 - iv. Identify which areas are most important to protect from development and which conservation values should be optimized in project design. The priority shall be to identify opportunities for protection of ecologically sensitive areas, contiguous unfragmented forestland, timber and forest management, wildlife habitat and habitat connectivity, hunting, fishing, gathering, agricultural activities, farmland, water supply areas, vistas, historic and pre-Columbian features, rural character features, trail links, and other unique attributes.
- d. Further Procedures: The hearing and further proceedings regarding the application shall be in accordance with M.G.L. Chapter 40A; M.G.L. Chapter 41, Section 81K et seq; and the Town of Natick By-laws. The SPGA may adopt Rules and Regulations for the proceedings under Section III-6.F, and in accordance with M.G.L. Chapter 41, Section 81A, and 81Q; and may waive strict compliance therewith, in accordance with M.G.L. Chapter 41, Section 81R.

5. CRITERIA:

Approval of the application for a Special Permit and for subdivision approval to allow the construction of a SRC shall be granted only upon SPGA determination that the cluster plan is superior to a conventional subdivision plan.

- a. The following criteria shall be used to make the determination as to whether or not the plan is superior:
 - i. The preservation of open space for conservation or passive recreation and other objectives, including appropriate public accessibility and connectivity to other open spaces, as delineated in the town's current Comprehensive Master and Open Space and Recreation Plans;
 - ii. The protection of significant, large and contiguous areas of natural features of the land which would avoid extensive topographic change necessitating vegetation and tree removal or earth removal;
 - iii. The protection of historical or other significant features;
 - iv. More efficient provision of street, utilities and other public services;
 - v. The provision of a diversity of dwelling unit styles, sizes, and architectural elements;
 - vi. Less sprawling and more efficient forms of residential development using Low Impact Development (LID) principles to conform to existing topography and natural features; and
 - vii. Reduced energy consumption and greenhouse gas emissions.
- b. The plan works to buffer adjoining properties from objectionable features such as highways or rail lines.
- c. Specific means of achieving plan superiority include:
 - i. Avoidance of frequent driveway openings onto through streets, or near street intersections;
 - ii. Avoidance of extensive topographic change necessitating vegetation, earth and/or tree removal;
 - iii. Preservation of scenic views from public ways in conformance with the goals of Natick's Comprehensive Master and Open Space and Recreation Plans;
 - iv. Preservation of natural landscapes in large contiguous areas and corridors, which are visible from roadways and residences, enhancing the likelihood of the continuation of existing ecosystems and providing an interconnection to adjoining open spaces for both wildlife and public access, in conformance with and to achieve the goals of Natick's Comprehensive Master and Open Space and Recreation Plans;

- v. Accessibility of the Preserved Open Space to substantially all of the dwelling units and the public, in conformance with and to achieve the goals of Natick's Comprehensive Master and Open Space and Recreation Plans;
- vi. Variations in lot sizes, building styles, building sizes and building arrangements; and
- vii. Use of Preserved Open Space - to protect significant natural environment such as but not limited to ground water recharge areas; wetlands that provide flood protection; stream valleys; outstanding vegetation; woodland; field and wetland habitat; or scenic spots; and - to avoid development on geologically unsuitable land.

6. PRESERVED OPEN SPACE AREA:

Single-Family Residential Cluster (SRC) developments preserve publicly accessible open space in larger tracts of developable land, by setting aside a portion of the parcel area for Preserved Open Space, leaving a Development Area as set forth below:

- a) The Preserved Open Space Area shall comprise not less than FIFTY (50) PERCENT of the total land area of SRC on parcels measuring less than ten (10) acres for which there is a Final Special Permit and will not include rights of way for roads, lots for single-family houses, cottages or town houses (attached or detached) or recreational facilities as defined in Section III-F.1.3(d).
- b) Preserved Open Space Area shall comprise not less than SIXTY (60) PERCENT of the total land area of SRC on parcels encompassing ten (10) or more acres for which there is a Final Special Permit and will not include rights of way for roads, lots for single-family houses, cottages or town houses (attached or detached) or recreational facilities as defined in Section III-F.1.3(d).

7. NUMBER OF DWELLING UNITS:

The maximum number of dwelling units (in full-size single-family homes or town houses) allowed in a SRC shall equal the "Net Usable Land Area" within the parcel divided by the Minimum Lot Area requirements for single-family homes in the host Single Residential zone, as determined by Section IV-B of these By-Laws, then rounded up to the nearest whole number. This number of dwelling units is multiplied by an Adjustment Factor determined by the average size of homes to be developed, as shown in the schedule below:

<u>Average Dwelling Size (Gross Floor Area)</u>	<u>Adjustment Factor (Single-family houses/townhouses)</u>
Less than 1,500 square feet	1.30 (130%)
1,500 – 2,000 square feet	1.10 (110%)
More than 2,000 square feet	1.0 (100%)

In all SRC, at least thirty percent (30%) of all dwelling units shall contain no more than 2,000 square feet of Gross Floor Area.

As used herein, "Net Usable Land Area": shall mean the total land area of the parcel minus wetlands or land within the 100-year flood elevation as shown on Town wide Drainage study maps or as delineated by a qualified wetland scientist.

Furthermore, if the Final Special Permit includes a recreational facility, all the land area dedicated to that facility will be deducted from the "net usable land area" for the purpose of calculating the maximum number of dwelling units.

Example #1: An applicant proposes to develop a subdivision of single-family homes (averaging 1,900 square feet in Gross Floor Area) on a five-acre (217,800 square feet) lot in an RSA zone with no wetlands or 100-year floodplains. In this case:

1. The development site has a Gross Land Area of 5 acres (217,800 sf); with no wetlands or 100-Year Flood Plains. The Net Development Area of the site = Gross Land Area (5 acres) – Wetland/Flood Plain Area (0 sf) = **5 acres (217,800 sf).**
2. With a minimum lot size in RSA zones is 15,000 sf, per Section IV-A, this site can accommodate a maximum number of single-family homes in an SRC of: 5 acres (217,800 sf) Site Area / 15,000 sf Min. Lot Size = 14.52 or **15 single-family homes.**
3. The 1,900 sf average dwelling size allows the total number of dwellings to be increased by 10%: 15 homes x 1.10 = 16.50, or **17 single-family homes.**
4. 30% of these 17 single-family homes must be smaller than 2,000 sf: 17 units x 30% = 5.1 or **5 homes must be sized less than 2,000 sf.**
5. Alternatively, the applicant could develop two (2) small single-family cottages (SFC) for each single-family home allowed on the site, up to a maximum of: 17 single family homes x 2 = **34 single-family cottages.**

8. COTTAGE DWELLINGS

Single-Family Cottages (SFC) may be substituted for each full-size single-family home or town house allowed in an SRC, in compliance with the Intensity Regulations of Part C of Section III-F.1.9, according to the following schedule:

RSA & RSC districts: Two (2) single-family cottages (SFC) in lieu of one (1) full-size single-family house / townhouse

RSB district: Three (3) single-family cottages (SFC) in lieu of one (1) full-size single-family house / townhouse

Single-Family Cottage dwellings can be located in detached structures, attached town houses or attached zero-lot line structures that comply with the provisions of Section III-F.1.9.

9. INTENSITY REGULATIONS

A. Single-family dwellings in SRC shall be on lots having the following requirements:

Minimum lot area*	RS A: 33% of base zone zone	RS B: 30% of base zone	RS C: 30% of base zone
Lot frontage*	60 % of base RS zone		
Minimum depth*	60 % of base RS zone		
Minimum setback, front*	60 % of base RS zone		
Minimum side-yard setback*	60 % of base RS zone		
Minimum rear-yard setback*	60 % of base RS zone		
Maximum building coverage*	RS A: 120% of base zone zone	RS B: 125% of base zone	RS C: 150% of base zone
Maximum building height*	2½ stories or 35 feet		

* Subject to waiver provisions of Section III-F.1.10(d)

B. Town House structures in SRC shall be on Town House lots having the following requirements: (sf=square feet)

Minimum lot area*	2,500 sf per town house dwelling unit in RS zones		
Dwellings per structure	No more than four (4) dwellings per town house		
Minimum setback, all sides*	RS A zone: 15 feet feet	RS B zone: 20 feet	RS C zone: 15 feet
Maximum building coverage*	RS A zone: 35%	RS B zone: 30%	RS C zone: 35%
Maximum building height*	2½ stories or 35 feet		

* Subject to waiver provisions of Section III-F.1.10(d) # Excluding area for circulation and ingress/egress (hallways, stairs,

etc.)

- Town Houses shall be built on separate Town House lot(s), with each such Town House lot consisting of at least 2,500 square feet of land times the number of dwelling units to be built on that lot. Access to the lot shall be built from a right of way having at least forty (40) feet of width.
- Two (2) Single-Family Cottages (three (3) in RSB zones) may be substituted for each full-size Town House dwelling allowed on a Town House lot, as long as they meet the First Floor Area, Gross Floor Area and Building Height standards in Section III-F.1.9 (c).
- Dwellings that would otherwise qualify as Town Houses on minimum-sized lots and meet the intensity regulations of Section III-F.1.9 (b) for Town Houses may instead be divided into zero-lot-line single family homes provided that each lot resulting from the division of the lot has at least fifty (50) feet of frontage and meets the minimum lot area requirements of Section III-F. 1.9 (a) for single-family homes, and the unattached sides of such units meet the side yard setbacks otherwise required under this Section.

C. Small single-family cottage structures in SRC shall be on lots having the following requirements: (sf=square feet)

Minimum frontage*	Per standards in III-F.1.9.a for single-family SRC lots in RS zones		
Minimum lot depth*	Per standards in III-F.1.9.a for single-family SRC lots in RS zones		
Minimum setbacks*	Per standards in III-F.1.9.a for single-family SRC lots in RS zones		
Minimum space between buildings*	RS A zone: 10 feet feet	RS B zone: 10 feet	RS C zone: 10 feet

<i>Minimum cottage First Floor Area</i>	<i>RS A zone: 500 sf</i>	<i>RS B zone: 500 sf</i>	<i>RS C zone: 500 sf</i>
<i>Maximum cottage Gross Floor Area[#]</i>	<i>RS A zone: 800 sf</i>	<i>RS B zone: 1,000 sf</i>	<i>RS C zone: 900 sf</i>
<i>Maximum cottage building height*</i>	<i>2 stories or 25 feet</i>		

** Subject to waiver provisions of Section III-F.1.10(d) # Excluding area for circulation and ingress/egress (hallways, stairs, etc.)*

10. EXCEPTIONS TO THE OTHERWISE APPLICABLE INTENSITY REGULATIONS

- a) No building or parking shall be located within twenty-five (25) feet of the boundaries of the development parcel, notwithstanding the intensity regulations of underlying zoning districts as provided in Section IV-B.
- b) No construction shall take place within the one hundred (100) year flood elevation line except in conformity with the requirements of M.G.L. Chapter 131, Section 40, and procedures established by the Town for such areas pursuant to the National Flood Insurance Program (42 USC 4001-4128) and the regulations of the Secretary of Housing and Urban Development issued thereunder.
- c) Indoor and outdoor recreational facilities intended for use by SRC residents of more than one dwelling unit shall be located on a separate lot containing no dwelling units.
- d) The minimum dimensional requirements as delineated in Section III-F.1.9 may be reduced or increased up to a maximum of up to 10%, never to be exceeded on a cumulative basis, if in the opinion of the SPGA that a waiver would improve the layout of the overall plan and will not create conditions which are substantially more detrimental to the existing site and the neighborhood in which the site is located.

11. COTTAGE DEVELOPMENT ALTERATION RESTRICTIONS

Structures containing cottage dwellings in a SRC shall be subject to an alteration restriction described in a deed, deed rider, restrictive covenant, or other document that shall be recorded at the Registry of Deeds or the Land Court. The alteration restriction shall prohibit any and all construction activity that:

- a) Expands any dwelling in an SRC so that less than seven (7) feet of horizontal distance exists between any and all dwellings in the SRC;
- b) Increases (cumulatively) the gross floor area of any structure containing one or more cottage dwellings in an SRC by more than 5% of the original floor area allowed in the SRC Special Permit Approval; except for special exceptions authorized by the SPGA and defined/specified in the SRC Special Permit Approval.

The alteration restriction shall run with the land in perpetuity and shall be enforceable by any or all of the owners of dwellings in an SRC.

12. AFFORDABILITY

SRC with more than two (2) net new dwellings (in single-family houses, town houses or single-family cottages) shall comply with the affordability provisions of Section V-J Density Bonuses and Fee-In-Lieu contributions required by Sections V-J.4 and V-J.7 for SRC shall be calculated based on a number of affordable units derived from the final number of SRC dwellings calculated in Section III-F.1.7, inclusive of all adjustment factors for average dwelling size. Fees for small single-family cottage units shall be 50% of the per-unit figure calculated under the standard outlined in Section V-J.7.

Example #2: An applicant proposes to develop an SRC of three and four bedroom single-family homes with (averaging 1,900 square feet in Gross Floor Area) on five-acres in an RSA zone. Under the Adjustment Factors of Section III-1.F.7 seventeen (17) homes can be built in total. In this case:

1. Under Section V-J.4, the SRC is required to make 15% of the dwellings affordable:
17 dwellings x 15% = 2.55 units, rounded to 3 (three) affordable units.
2. Because the SRC is a Permitted Use in the RSA zone, the three (3) affordable units calculated in Line 1 yield bonus dwellings to the development under the provisions of Section V-J.4.b:
affordable units x 2 = 6 (six) bonus unregulated dwellings. 3
3. The final size of the SRC development is the total of Lines 1 & 2:
17 dwellings + 6 bonus dwellings = 23 dwellings, three of which are considered affordable.
4. Fee in Lieu payments required under Section V-J.4 are based on the three (3) affordable dwellings calculated in Line 1.

13. BUILDING DESIGN CRITERIA

All buildings and structures shall be designed, located and constructed to afford the following:

- a) *Harmonious relationship of buildings and structures to each other and their environs with adequate light, air, circulation, privacy and separation.*
 - i. *Dwelling units not abutting or oriented towards a right-of-way shall have a front yard oriented towards the Communal space.*
 - ii. *No detached accessory buildings shall be allowed except as structures that serve multiple dwellings such as storage sheds, garages, utility structures, or common, non-commercial recreation facilities permitted in Section III.7.F.3.*
 - iii. *Cottage housing units shall have a covered porch over the primary entrance with a minimum dimension of six (6) feet on any side.*
 - iv. *Cottage housing units shall have the covered porches of the main entry oriented to the Communal space or the public street right of way as applicable.*
 - v. *All fences interior to the development shall be no more than forty-eight (48) inches in height and shall be made of natural materials, except along development perimeter.*
 - vi. *Dwelling units shall be constructed in compliance with LEED Residential or Passive House in North America standards.*

14. PRESERVED OPEN SPACE

SRC developments create an environment where large tracts of contiguous land are preserved for publicly-accessible open space.

- a) *Preserved Open Space must include at least twenty percent (20%) of the frontage on the roads servicing the SRC. A portion of the Preserved Open Space may be used as a Common surrounded by a one-way road, in which event all of the road abutting such Common will be counted as frontage for the purpose of fulfilling the foregoing requirement.*
- b) *At least fifty percent (50%) of the Preserved Open Space shall not be primary zone wetlands or land within the 100-year flood elevation either as shown on the Town-wide Drainage study maps or as delineated by a qualified wetland scientist.*
- c) *Open space used as Commons shall be designed for passive or active recreational use. Examples may include but are not limited to courtyards, orchards, landscaped picnic areas, or gardens. Common open space shall include amenities such as seating, landscaping, trails, gazebos, outdoor cooking facilities, covered shelters, or ornamental water features. Stormwater management facilities shall not be located in open space used for a Common area.*
- d) *If an SRC includes one or more Commons in Preserved Open Space, dwelling units in the SRC shall be located to face each other across the Common(s).*
- e) *All dwelling units shall have dedicated access ways to all Commons located in Preserved Open Space.*
- f) *Any land which is currently protected – such as through an existing conservation or agricultural restriction (CR or APR), enrollment in the Chapter 61 program (Chapter 61, Chapter 61A, Chapter 61B), designated as Article 97 lands, or through other deed restriction – may not be included in the Preserved Open Space.*
- g) *At least fifty percent (50%) of the dwelling units in an SRC shall abut or be within three hundred (300') feet of the Preserved Open Space and all dwelling units shall have access via a public way or easement to such Preserved Open Space.*
- h) *Preserved Open Space shall include trails for public access and to increase connectivity. The Special Permit authorizing the SRC shall further provide that the Preserved Open Space shall be:*
 - 1. *Placed under a conservation restriction pursuant to M.G.L. Chapter 184, as amended, held either by the Town of Natick or a non-profit entity, the principal purpose of which is the conservation of open space;*

15. PARKING

SRC create environments where large tracts of contiguous land are preserved for publicly accessible open space.

- a) *A minimum of two (2) parking spaces per single-family home or town home shall be provided, and a minimum of one and one half (1&1/2) parking spaces per single-family cottage shall be provided in SRC cluster developments. Parking spaces located within garages and driveways may count towards this requirement.*
- b) *Parking for individual dwelling units may be combined into an individual facility or into parking clusters in order to facilitate housing clusters that are oriented to common open space areas.*
- c) *Garages and carports shall not be located beyond building lines of dwelling units in which they are located, and may not occupy more than 50% of any façade in any dwelling unit in which they are located.*
- d) *Surface parking facilities shall contain no more than sixteen (16) parking spaces and shall comply with the screening requirements of Section V-D.15.*

Mr. Fields, Sr. Planner, Community and Economic Development made a presentation on this article. Ms. Evans, Chair, Planning Board also spoke to the article spoke to Motion A under Article 11. Discussion ensued on this article. ***Motion A under Article 11 passed by a two-thirds vote (100-9-1).***

MOTION B: (two-thirds vote required)

Motion B moved by Mr. Evans, seconded by Ms. Wollschlager, that the Town vote to amend Section 200 - DEFINITIONS of the Natick Zoning Bylaws by inserting new definitions for 'Cottage Development', 'Preserved Open Space', 'Development Area' and 'Net Usable Land Area' as follows:

Cottage, Small Single Family: A single family dwelling in a building containing one (1) dwelling unit with explicit limitations on first floor area and gross floor area.

Preserved Open Space: Land in Single Family Residential Cluster (SRC) developments reserved as protected open space, that does not include rights of way for roads, lots for single-family houses, cottages or town houses (attached or detached) or recreational facilities as defined in Section III-F.1.3(d).

Development Area: Land in Single Family Residential Cluster (SRC) developments that includes rights of way for roads, lots for single-family houses, cottages or town houses (attached or detached) or recreational facilities as defined in Section III-F.1.3(d).

Net Usable Land Area: The Gross Land Area of the parcel minus wetlands or land within the 100-year flood elevation as shown on Town-wide Drainage Study maps or as delineated by a qualified wetland scientist.

Motion B under Article 11 passed by a two-thirds vote (109-4-0).

MOTION C: (two-thirds vote required)

Motion C moved by Mr. Evans, seconded by Ms. Wollschlager, that the Town vote to amend Section III.A.2 – USE REGULATIONS SCHEDULE of the Natick Zoning Bylaws by inserting "Illustration #1: III.A.2A USE REGULATION SCHEDULE, CLUSTER RESIDENTIAL DEVELOPMENT" after "Note: For districts. FP, HM-I, HM-II and HM_III, LC, HPU see Section III page 3"

Illustration #1:

III.A.2(a) RESIDENTIAL CLUSTER REGULATION SCHEDULE

ZONING DISTRICT:		Min. Contiguous Frontage	Minimum Lot Depth	Min. Front Setback	Min. Side Setbacks	Min. Rear Setback	Maximum Lot Coverage	Max. Building Height	Minimum Open Space
Single Residence A (RS A)	15,000 sf	110 feet	125 feet	30 feet	12 feet	25 feet	23%	2.5 stories / 35 feet	None
Single-family homes (SFH), town houses (TH) and small single family cottages (SFC) may be constructed in the RS A District on contiguous parcels measuring at least two (2) acres through Site Plan Review Procedures from the Planning Board outlined in Section VI-DD-2(B). At least 50% of the total site area must be protected open space. The following dimensional requirements apply to lots with structures developed in RS A Clusters. These can be reduced up to 15% by the Planning Board to account for unique site conditions as long as all parcels meet the egress, accessibility and off-street parking requirements of this by-law. In RS A clusters, two (2) single-family cottages (SFC) may be developed in the place of a single-family dwelling (SFD).									
RS A CLUSTER OPTION									
Single-family homes (SFH), town houses (TH) and small single family cottages (SFC) may be constructed in the RS A District on contiguous parcels measuring at least two (2) acres through Site Plan Review Procedures from the Planning Board outlined in Section VI-DD-2(B). At least 50% of the total site area must be protected open space. The following dimensional requirements apply to lots with structures developed in RS A Clusters. These can be reduced up to 15% by the Planning Board to account for unique site conditions as long as all parcels meet the egress, accessibility and off-street parking requirements of this by-law. In RS A clusters, two (2) single-family cottages (SFC) may be developed in the place of a single-family dwelling (SFD).									
RS A Cluster Dimensional Requirements:	33% of regular std.	60% of regular std.	60% of regular std.	60% of regular std.	60% of regular std.	60% of regular std.	120% of regular std.	2.5 stories / 35 feet	None
5,000 sf	66 feet	75 feet	18 feet	7 feet	15 feet		30%		
Single Residence B (RS B)	40,000 sf	140 feet	150 feet	40 feet	20 feet	40 feet	20%	2.5 stories / 35 feet	None
Single-family homes (SFH), town houses (TH) and small single family cottages (SFC) may be constructed in the RS B District on contiguous parcels measuring at least two (2) acres through Site Plan Review Procedures from the Planning Board outlined in Section VI-DD-2(B). At least 50% of the total site area must be protected open space. The following dimensional requirements apply to lots with structures developed in RS B Clusters. These can be reduced up to 15% by the Planning Board to account for unique site conditions as long as all parcels meet the egress, accessibility and off-street parking requirements of this by-law. In RS B clusters, three (3) single-family cottages (SFC) may be developed in the place of a single-family dwelling (SFD).									
RS B CLUSTER OPTION									
Single-family homes (SFH), town houses (TH) and small single family cottages (SFC) may be constructed in the RS B District on contiguous parcels measuring at least two (2) acres through Site Plan Review Procedures from the Planning Board outlined in Section VI-DD-2(B). At least 50% of the total site area must be protected open space. The following dimensional requirements apply to lots with structures developed in RS B Clusters. These can be reduced up to 15% by the Planning Board to account for unique site conditions as long as all parcels meet the egress, accessibility and off-street parking requirements of this by-law. In RS B clusters, three (3) single-family cottages (SFC) may be developed in the place of a single-family dwelling (SFD).									
RS B Cluster Dimensional Requirements:	30% of regular std.	60% of regular std.	60% of regular std.	60% of regular std.	60% of regular std.	60% of regular std.	125% of regular std.	2.5 stories / 35 feet	None
12,000 sf	84 feet	90 feet	24 feet	12 feet	24 feet		22%		
Single Residence C (RS C)	20,000 sf	120 feet	125 feet	30 feet	12 feet	25 feet	20%	2.5 stories / 35 feet	None
Single-family homes (SFH), town houses (TH) and small single family cottages (SFC) may be constructed in the RS C District on contiguous parcels measuring two (2) acres through Site Plan Review Procedures from the Planning Board outlined in Section VI-DD-2(B). At least 50% of the total site area must be protected open space. The following dimensional requirements apply to lots with structures developed in RS C Clusters. These can be reduced up to 15% by the Planning Board to account for unique site conditions as long as all parcels meet the egress, accessibility and off-street parking requirements of this by-law. In RS C clusters, two (2) single-family cottages (SFC) may be developed in the place of a single-family dwelling (SFD).									
RS C CLUSTER OPTION									
Single-family homes (SFH), town houses (TH) and small single family cottages (SFC) may be constructed in the RS C District on contiguous parcels measuring two (2) acres through Site Plan Review Procedures from the Planning Board outlined in Section VI-DD-2(B). At least 50% of the total site area must be protected open space. The following dimensional requirements apply to lots with structures developed in RS C Clusters. These can be reduced up to 15% by the Planning Board to account for unique site conditions as long as all parcels meet the egress, accessibility and off-street parking requirements of this by-law. In RS C clusters, two (2) single-family cottages (SFC) may be developed in the place of a single-family dwelling (SFD).									
RS C Cluster Dimensional Requirements:	30% of regular std.	60% of regular std.	60% of regular std.	60% of regular std.	60% of regular std.	60% of regular std.	120% of regular std.	2.5 stories / 35 feet	None
6,000 sf	72 feet	75 feet	18 feet	7 feet	15 feet		30%		

Motion C under Article 11 passed by a two-thirds vote (108-3-1).

Moved by Mr. Ostroff, seconded by Ms. Wollschlager, that the Town to take up Article 16 as the next order of business after 9:00 p.m. on Tuesday, November 10th. *The motion passed by a majority vote (92-17-6).*

Moved by Ms. Keeney, seconded by Ms. Coughlin to adjourn until 6:30 p.m. on Tuesday, November 10, 2020. ***The motion to adjourn passed by a majority vote (102-11-0).*** The fifth session of 2020 Fall Annual Town Meeting adjourned at 10:12 p.m. on Thursday, November 5th.

A record of the Fifth Session of
2020 Fall Annual Town Meeting
November 5, 2020

Diane Packer
Town Clerk

**Fall Annual Town Meeting
Virtual Town Meeting
November 10, 2020
Sixth Session**

The Sixth Session of the 2020 Fall Annual Town Meeting was held in a virtual/remote meeting and was called to order at 6:33 p.m. on Tuesday, November 10, 2020 by Frank Foss, Town Moderator. The Moderator declared a quorum present.

The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the fifth session 2020 Fall Annual Town Meeting. Consistent with previous approval of the use of video and telephone conferencing, Fall Annual Town Meeting is being conducted as a Virtual Town Meeting.

The Moderator asked if there were any recently elected or appointed members of Town Meeting stand to take the oath of office; there were none. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on behalf at home and abroad.

The Moderator introduced the officials, Karis North, Town Counsel, Abdul Roth, Jeff Horan, from Option Technologies; Linda Wollschlager, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Jonathan Freedman, Chairman of the Select Board; Melissa Malone, Town Administrator; John Townsend, Deputy Town Administrator; Jamie Errickson, Deputy Town Administrator; James Freas, Director of Community and Economic Development; and Terri Evans, Chair of the Planning Board. Also present are four Assistant Moderators, Craig Bystrynski; Carol Gloff; Patty Sciarra; and Richard Sidney.

The Moderator reviewed the virtual meeting placement. Town Meeting Members will be permitted to enter the Virtual Zoom Town Meeting and must change their Zoom icon names to indicate first their Precinct Number, their last name, then first name. Residents, taxpayers and interested parties will be permitted to enter the Virtual Town Meeting by calling 1-929-205-6099. The Virtual Meeting may be viewed by anyone who is not participating on Natick Pegasus Government Access Channel, RCN Channel 15 and Verizon 28 or Comcast viewers or those who wish to view on the internet may do so by going to the Natick Pegasus Government Access Channel livestreaming on www.natickpegasus.org/government-channel.html and click on the "livestream" designation.

The Moderator reviewed the general rules and procedures of Town Meeting. All residents and taxpayers of the town and all town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however, they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval of Town Meeting Members. All motions offered for the consideration at Town Meeting shall be in writing and sent to the following email address: moderator@natickma.org.

Consistent with the Natick Bylaws, once a person is recognized, it is the practice that the Speaker will first ask a question(s) and then debate the highest-ranking motion. Only Town Meeting Members can make a motion and they should do so after they have asked their questions and before they start debate. No person shall speak more than five (5) minutes at one time without permission of Town Meeting. Registered voters residing in the Town wishing to participate in a remote town meeting should have submitted a request to participate to the Town Clerk not less than 48 hours in advance of town meeting.

Any person having a monetary or equitable interest in any matter under discussion at Town Meeting, and any person employed by another having such an interest, shall disclose the fact of her or his interest or employment before speaking on the motion.

Without objection, the preceding statements were accepted as rules of the 2020 Fall Annual Town Meeting. The Moderator announced Town Members voted to approve reading the text of 2020 Fall Annual Town Meeting Warrant Articles and Motions as they appeared in the Finance Committee Recommendation Book.

The Moderator announced Town Meeting has concluded Articles 1 through 12, 17, 23 and 24. The Moderator suggested proceeding with Articles 13 through 16, 18, 22, 25 and 26 under 2020 Fall Annual Town Meeting.

ARTICLE 13: Repeal Historical Preservation Smaller Estates Amendment (Town Moderator on behalf of Robert Awkward & Brad Peterson et al)

To see if the Town will vote to Repeal Section III-J(10), "Historical Preservation: Smaller Estates", of the Natick Zoning By-law

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	Referral to Sponsor and Planning Board
	QUANTUM OF VOTE:	8-4-0
	DATE VOTED:	September 15, 2020

MOTION: (two-thirds vote required)

Moved by Mr. Awkward, seconded by Ms. Sciarra that the Town vote to repeal Section III-J(10) "Historical Preservation: Smaller Estates," of the Natick Zoning Bylaw.

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to refer the subject matter of Article 13 to the Sponsor and the Planning Board.

The Moderator announced that both motions were on the floor and will be discussed concurrently, however the referral motion will be voted first. Mr. Peterson, (resident) and Mr. Awkward both spoke to the positive main motion. Considerable discussion ensued on this article.

Moved by Mr. Grady, seconded by Mr. Sidney to move the question and end debate. *The motion to move the question and end debate passed by a two-thirds vote (102-12-1). The referral motion failed by a majority vote (28-85-5). The positive main motion under Article 13 passed by a two-thirds vote (100-16-7).*

ARTICLE 14: Modify Historical Preservation Bylaw Amendment (Town Moderator on behalf of Beatrice Farr et al)

To see if the Town will vote to modify Section III-J(10), "Historical Preservation: Smaller Estates" of the Natick Zoning Bylaw by,

- (a) reducing the amount of new construction that can be added to existing historical structures based on their documented interior habitable floor space;
- (b) reducing the amount of new construction of replicated historical structures based on their documented interior habitable floor space or the above-grade gross volume of that former structure;
- (c) limiting replication to those historical structures that were located entirely within the bounds of the applicant's current lot;
- (d) reducing the allowable FAR of the interior habitable floor area;
- (e) reducing the maximum number of dwelling units allowed on the net useable land area;
- (f) authorizing the Planning Board and the Board of Selectmen to jointly appoint a study committee to make other modifications to create clearer guidance concerning the decisional criteria of this "Smaller Estates" section, provide definitions where appropriate, and/or harmonize this section with the rest of the Historic Preservation By-law (Sect. III-J); such study committee shall contain no more than seven (7) members, may include members from their own boards, but must include a member of the Natick Historical Commission and the Director of Community and Economic Development and at least three (3) Natick citizens not serving on those two boards and the commission;
- (g) requiring that until such time as the aforementioned study committee completes its modifications, there shall be a moratorium, not to exceed one (1) year, on any applications under Sect. III-J (10); or

take any other action with respect thereto but consistent with (a)-(g) above.

FINANCE COMMITTEE RECOMMENDATION – MOTION A, B and C

The Finance Committee took the following action:	RECOMMENDATION:	Referral to Sponsor and Planning Board
	QUANTUM OF VOTE:	12-0-0
	DATE VOTED:	September 15, 2020

Ms. Forbes, moved seconded by Mr. Polinadri that the Town vote to refer Article 14 in its entirety to the sponsor. Discussion on the referral motion ensued. *The referral motion under Article 14 passed by a majority vote (111-6-3).*

ARTICLE 15: Plastic Straw Restriction

(Town Moderator on behalf of Joseph Napurano et al)

Prohibit a full service restaurant from providing a single-use plastic straw to a consumer unless requested by a consumer.

Violation beyond first and second infraction will result in an infraction punishable by a fine of twenty-five dollars for each day of violation, but infractions will not exceed three-hundred dollars annually.

To restrict the use of single-use plastic straws in full-service restaurants in Natick.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	Referral to Board of Health
	QUANTUM OF VOTE:	8-0-0
	DATE VOTED:	September 8, 2020

MOTION: (requires a majority vote)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to refer the subject matter of Article 15 to the Board of Health.

Mr. Napurano spoke to the motion. Moved by Mr. Coburn, seconded by Mr. Sidney to move the question and close debate on Article 15. *The motion to close debate passed by a two-thirds vote (114-4-2). The referral motion under Article 15 passed by a two-thirds vote (114-7-4).*

ARTICLE 16: Review and Revise the Natick Town Seal (Mia Kheyfetz, et al.)

To see what action the Town will take to review and revise the Town Seal, including the preparation of a report and recommendation for a future Town Meeting, or otherwise act thereon.

To establish a Town Seal Review Committee whose charge shall be to review the history of Town Seals in Natick and propose a new Town Seal after a public process.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	No Recommendation
	QUANTUM OF VOTE:	Favorable Action 7-3-0
	DATE VOTED:	September 8, 2020

MOTION: (requires a majority vote)

Moved by Ms. Garvin-Conaway, seconded by Mr. Evans that the Town vote to establish a Town Seal Review Committee, of up to seven individuals appointed by the Moderator, said committee to include persons suited to the charge of the committee by their interest and familiarity with history, design, and civic participation, and whose charge shall be to review the history of Town Seals in Natick; to propose a new Town Seal after a public process that shall include consultation with a diverse group of stakeholders including members of indigenous communities; to hold at least one public forum; and to provide a report and recommendation to a future Town Meeting that shall consider implementation of a new seal.

Without objection the reading of the motion has been waived. Mr. Moderator introduced letters the Town received in support of Article 16. Ms. Kheyfetz (resident and sponsor) and Mr. Ostroff (Pct 6, Town Meeting member) spoke to the main motion. Discussion on this article ensued.

Moved by Ms. Salamoff, seconded by Mr. Zimmerman to move the question and close debate on the main motion. ***The motion to close debate passed by a two-thirds vote (111-3-1). The main motion under Article 16 passed by a majority vote (109-4-1).***

ARTICLE 18: Amend Home Occupation Dog Kennel Zoning (Town Moderator on behalf of Saul Beaumont et al)

To see if the Town will vote to amend the Town of Natick Zoning Bylaws as follows, including but not limited to:

- 1) Amend Section I/Article I Section 200 - DEFINITIONS to establish, create, define, and/or recognize multiple methods, arrangements, and/or forms of owning, breeding, boarding, caring for, supervising, kenneling, and/or otherwise maintaining dogs in a Home Occupation/Customary Home Occupation Dog Kennel; and
- 2) Amend any other Section of the Natick Zoning Bylaw necessary to regulate these uses; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	Referral to Sponsor
	QUANTUM OF VOTE:	9-0-0
	DATE VOTED:	September 10, 2020

MOTION: (two-thirds vote)

Moved by Mr. Beaumont, seconded by Mr. Rosenman that the Town vote to amend the Town of Natick Zoning Bylaws by modifying Article I Section 200 (Definitions) by adding the sentence: "There should be no more than six dogs on the premises at any one time, with the limited exception of assessment visits by prospective clients, for periods not to exceed thirty minutes"; and to amend last sentence in Home Occupation/Customary Home Occupation Dog Kennel: "There should be no more than six dogs on the premises at any one time, with the limited exception of assessment visits by prospective clients, for periods not to exceed thirty minutes".

Mr. Rosenman spoke to the Motion. Discussion on this article. Moved by Mr. Vance, seconded by Ms. Brunell to refer the subject matter of Article 18 to the Planning Board. Further discussion on the motion ensued.

Motion by Mr. Yang, seconded by Mr. Freedman to move the question and close debate on the motion. ***The motion to close debate passed by a two-thirds vote (88-8-0). The motion to refer the subject matter of Article 18 to the Planning Board passed by a majority vote (61-35-4).***

Mr. Sidney moved, seconded by Mr. Freedman to adjourn until 6:30 PM on Thursday, November 12, 2020. ***The motion passed by a majority vote (85-12-0) and the 6th session of the 2020 Fall Annual Town Meeting adjourned at 11:08 PM., 2020.***

A record of the Sixth Session of
2020 Fall Annual Town Meeting
November 10, 2020

Diane Packer
Town Clerk

**Fall Annual Town
Virtual Town Meeting
November 12, 2020
Seventh Session**

The Seventh Session of the 2020 Fall Annual Town Meeting was held in a virtual/remote meeting and was called to order at 6:33 p.m. on Thursday, November 12, 2020 by Frank Foss, Town Moderator. The Moderator declared a quorum present.

The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the fifth session 2020 Fall Annual Town Meeting. Consistent with previous approval of the use of video and telephone conferencing, Fall Annual Town Meeting is being conducted as a Virtual Town Meeting.

The Moderator asked if there were any recently elected or appointed members of Town Meeting stand to take the oath of office; there were none. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on behalf at home and abroad.

The Moderator introduced the officials, Karis North, Town Counsel, Abdul Roth, Jeff Horan, from Option Technologies; Linda Wollschlager, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Jonathan Freedman, Chairman of the Select Board; Melissa Malone, Town Administrator; John Townsend, Deputy Town Administrator; Jamie Errickson, Deputy Town Administrator; James Freas, Director of Community and Economic Development; and Terri Evans, Chair of the Planning Board. Also present are four Assistant Moderators, Craig Bystrynski; Carol Gloff; Patty Sciarra; and Richard Sidney.

The Moderator reviewed the virtual meeting placement. Town Meeting Members will be permitted to enter the Virtual Zoom Town Meeting and must change their Zoom icon names to indicate first their Precinct Number, their last name, then first name. Residents, taxpayers and interested parties will be permitted to enter the Virtual Town Meeting by calling 1-929-205-6099. The Virtual Meeting may be viewed by anyone who is not participating on Natick Pegasus Government Access Channel, RCN Channel 15 and Verizon 28 or Comcast viewers or those who wish to view on the internet may do so by going to the Natick Pegasus Government Access Channel livestreaming on www.natickpegasus.org/government-channel.html and click on the "livestream" designation.

The Moderator reviewed the general rules and procedures of Town Meeting. All residents and taxpayers of the town and all town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however, they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval of Town Meeting Members. All motions offered for the consideration at Town Meeting shall be in writing and sent to the following email address: moderator@natickma.org. Consistent with the Natick Bylaws, once a person is recognized, it is the practice that the Speaker will first ask a question(s) and then debate the highest-ranking motion. Only Town Meeting Members can make a motion and they should do so after they have asked their questions and before they start debate. No person shall speak more than five (5) minutes at one time without permission of Town Meeting. Registered voters residing in the Town wishing to participate in a remote town meeting should have submitted a request to participate to the Town Clerk not less than 48 hours in advance of town meeting.

Any person having a monetary or equitable interest in any matter under discussion at Town Meeting, and any person employed by another having such an interest, shall disclose the fact of her or his interest or employment before speaking on the motion.

Without objection, the preceding statements were accepted as rules of the 2020 Fall Annual Town Meeting. The Moderator announced Town Members voted to approve reading the text of 2020 Fall Annual Town Meeting Warrant Articles and Motions as they appeared in the Finance Committee Recommendation Book.

The Moderator announced Town Meeting has concluded Articles 1 through 18, 23 and 24. The Moderator suggested proceeding with Articles 19 through 22, 25 and 26 under 2020 Fall Annual Town Meeting.

**ARTICLE 19: Reform of the Electoral Process
(Town Moderator on behalf of Paul Connolly et al)**

To see if the Town will take action first to study and later to implement a reform of the electoral process for choosing elected Town officers that is based on the use of a method of ranked-choice voting in which voters indicate their order of preference for the candidates they choose. The goal is that all candidates elected have received votes from a majority of those voting for that office, whether that is achieved using first choice votes only or when subsequent choice votes are incorporated into the calculations in turn. The second goal achieved is the elimination of preliminary elections.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	Referral to Sponsor and Town Clerk
	QUANTUM OF VOTE:	9-0-0
	DATE VOTED:	September 8, 2020

MOTION: (majority vote required)

Moved by Mr. Connolly, seconded by Mr. Kessel that the Town vote to approve the following resolution:

WHEREAS, the Town of Natick, in accordance with its Charter, Chapter 3, Section 3-1, holds a preliminary election before the regular Town election, only when that action is necessary, in order to limit the number of persons seeking election to a particular Town office to a number equal to twice the number to be elected; and WHEREAS, the reality of the situation in Natick today is that when candidates for a Town office are considering running for election, if a preliminary election would be triggered thereby, they are discouraged for a number of reasons: (1) Few voters are conscious of a preliminary election taking place; (2) Some voters say that the "extra" candidates should have withdrawn because of the cost to the Town for the preliminary election; (3) Candidates find it very hard to get voters to listen to their campaign message and ideas in January and February; (4) Turnout for preliminary elections in recent years has been very poor; and WHEREAS, the elimination of preliminary elections in Natick without any other change is an overly simplistic solution; and WHEREAS, the method of ranked choice voting for the Town election may be an alternative solution that handles a range of situations from one person to be elected to many persons to be elected to an office and where there may be few candidates or many candidates; and WHEREAS, there are various ways to implement ranked-choice voting, which need to be investigated; and WHEREAS, the goal is that all candidates elected have received votes from a majority of those voting for that office, whether that is achieved using first choice votes only or when subsequent choice votes are incorporated into the calculations in turn; and WHEREAS, there are changes to the Charter to be considered; and WHEREAS, there are changes to the ballot and the election software that need to be understood; THEREFORE RESOLVED That the Town, by vote of Town Meeting, supports continuing efforts that can lead to implementation of ranked-choice voting at Town elections as a method that promotes majority support for winning candidates by the voters without the use of preliminary elections; and RESOLVED That the Town requests the Town Clerk to serve as liaison with group(s) working on the various efforts described in this resolution.

Mr. Connolly spoke to the motion. Discussion ensued on the motion. Motion to move the question and close debate by Ms. Collins, seconded by Mr. Culkin. *The motion passed by a two-thirds vote (117-6-2). The motion on resolution under Article 19 failed (43-80-3).*

ARTICLE 20: Amend Zoning By-Law to Create East Central Street Overlay District (Town Moderator on behalf of Julian Munnich et al)

To see what action(s) the town will take to amend the Zoning By Law to create an East Central Street Overlay District (ECSOD) and to designate all, some or portions of 45 East Central Street (also identified as real estate tax parcel Lot 180 on Map 44 of the Town Assessor), 4 and/or 6 Lincoln Street (also identified as real estate tax parcels or Lots 181 and 182 on Map 44 of the Town Assessor) and/or 5 Wilson Street (also identified as real estate tax parcel or Lot 195 on Map 44 of the Town Assessor) as an ECSOD District including but not limited to:

- 1) Specifying the purpose and objective of such ECSOD
- 2) Creating new or modifying existing definitions for this purpose whether within an ECSOD section of or elsewhere in the zoning bylaw;
- 3) Specifying allowed uses in such ECSOD and the extent of such uses;
- 4) Setting any and all dimensional and intensity regulations for this ECSOD including without limitation: a) building height including "sky plane" or stepped back height restrictions, b) any and all setbacks, c) lot

frontage, d) lot depth, e) number of residential units, f) type and size of units, g) affordability requirements, h) minimum or maximum or other parking requirements, i) open space, j) lot coverage, k) building coverage(s), l) Floor Area Ratio (FAR), m) Landscape Surface Ratio (LSR), n) lot area, o) amount of commercial use(s), etc.;

- 5) Specifying whether such ECSOD or any or all uses within such ECSOD requires a Special Permit, what the Special Permit and/or Site Plan Review process might consist of or require, and who the Special Permit Granting Authority would be;
- 6) Specifying whether or not and to what extent and on which dimensional or intensity or regulations and under what conditions the Special Permit Granting Authority might waive or modify such regulations;
- 7) Establishing requirements for:
 - a) screening and/or buffering of structures, site improvements, parking and or the site from adjacent and surrounding residences and land uses, b) orientation, location and/or screening of loading docks, dumpsters, service and main entrances, d) which underlying zones may be used in the ECSOD including extent to which requirements of underlying zones will apply unless specifically modified in the ECSOD, e) design and/or design review standards, f) ability or prohibition to place mechanical, ventilation, or other structures on rooftops, g) any or all activities to be conducted in such a manner that noise, smoke, dust, odor, vibration, waste disposal or other objectionable features are confined to the premises, buildings or structures, h) any and all matters currently included and/or addressed in "Section V - Special Requirements" section of the existing Town of Natick Zoning By Law (whether such matters are i) specifically and/or differently addressed in the ECSOD, ii) modified for the ECSOD within said Section V, or iii) applied to the ECSOD as set forth in said Section V), i) height, elevation and/or orientation of windows and other building features in relation to neighboring properties and/or j) other matters including neighborhood and abutter protections;
- 8) Specifying requirements for the applicability of the Aquifer Protection District to the ECSOD; and/or
- 9) Taking any other action to amend the zoning bylaw consistent with the creation of this ECSOD;

or otherwise act thereon."

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	No Action
	QUANTUM OF VOTE:	11-2-0
	DATE VOTED:	September 17, 2020

MOTION: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town to take No Action on the subject matter of Article 20.

The motion to take no action on Article 20 passed by a majority vote (116-2-3).

ARTICLE 21: Amend Zoning By-Laws: Downtown Mixed Use Zoning Amendment (Town Moderator on behalf of Julian Munnich et al)

To see if the Town will vote to amend Natick Zoning By-Laws with regard to the Downtown Mixed Use zone by:

- A. Replace, eliminate or modify the Downtown Mixed Use ("DMU") specific language in Section V-D Off-Street Parking and Loading Requirements section 3 "Parking Facilities Required by Category of Parking Demand" sub section b "For Multiple Family Dwellings" in order to make the basic parking requirements for Multiple Family
- B. Dwellings in DMU in said sub section b to be the same as other districts in the Town;
- C. Modify Section V-D "Off-Street Parking and Loading Requirements" section 5 "Exceptions in the Downtown Mixed Use District" to allow the exception in the first paragraph of said section 5 regarding a 10% reduction to

apply to residential uses;

- D. Specify the order of computation for determining required parking spaces when applying the various parking requirements sections pertaining to the DMU and any/all parking exceptions or waivers for the DMU;
- E. Limit the extent of or prohibit the use for multi family dwellings of the parking provision contained the second paragraph of Section V-D 5 "Exceptions in the Downtown Mixed Use District";
- F. Change the second paragraph of said Section V-D 5 "Exceptions in the Downtown Mixed Use District" to require that any such exception be by Special Permit and/or to change the criteria listed in that second paragraph in order to obtain or grant such exception(s);
- G. Establish minimum parking requirements for multi family uses in the DMU notwithstanding any other provision of the Zoning ByLaw;
- H. Provide DMU specific requirements, modifications or exceptions in Sections V-D 15, 16 and 17 and make any such associated requirements, modifications or exceptions subject to the Special Permit approval of the SPGA;
- I. To specify that any mixed use project in the DMU which has a use requiring a special permit shall require a special permit for the entire mixed use project notwithstanding the inclusion in such mixed use project of uses permitted as of right;
- J. To allow restaurants, with or without the service of alcoholic beverages, operating as a business in the DMU, to allow such restaurants to have outside seating and to determine whether any such restaurant uses, including any entertainment, shall be by special permit;
- K. To establish a density or intensity limit(s) for the number of multi-family dwelling units in a project in the DMU;
- L. To change the definition of Dwelling Unit in Section 200 of the Zoning ByLaw i) to be consistent with the International Building Code and/or state building code, ii) to include requirement for sanitation, toileting and/or bathing, and/or iii) to require equipment for cooking and eliminating the reference to other provisions for the same; and/or otherwise act thereon."

FINANCE COMMITTEE RECOMMENDATION – MOTIONS A, B, C and D

The Finance Committee took the following action:	RECOMMENDATION:	Referral to Sponsor, Planning Board and Select Board
	QUANTUM OF VOTE:	11-0-0
	DATE VOTED:	September 22, 2020

MOTION A: (majority vote required)

Motion A under Article 21 moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to refer the subject matter of Motion A under Article 21 to the Sponsor, Planning Board and Select Board.

MOTION B: (majority vote required)

Motion B under Article 21 moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to refer the subject matter of Motion B under Article 21 to the Sponsor, Planning Board and Select Board.

MOTION C: (majority vote required)

Motion C under Article 21 moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to refer the subject matter of Motion C under Article 21 to the Sponsor, Planning Board and Select Board.

MOTION D: (majority vote required)

Motion D under Article 21 moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to refer the subject matter of Motion D under Article 21 to the Sponsor, Planning Board and Select Board.

Mr. Munnich spoke to the motions. *Referral Motions A, B, C, and D under Article 21 passed by a majority vote (116-5-1).*

ARTICLE 22: Local Option Exemption to Appoint a Police Officer (Town Moderator on behalf of Rita Silva Martins, et al)

To determine whether the Town will authorize the Select Board to petition the General Court for special legislation that would permit an applicant, Rita Silva Martins, who desires to seek appointment to be a police officer in the Town of Natick and who has reached the age of 32 before taking any civil service examination regarding such appointment. Said special legislation is as follows:

An act

SECTION 1. Notwithstanding Section 58 of Chapter 31 of the General Laws or any other general or special law or rule or regulation to the contrary regulating the maximum age of an applicant for appointment as a police officer, Rita Silva Martins of the Town of Natick, shall be eligible to have her name certified for original appointment to the position of Police Officer in the Town of Natick notwithstanding her having reached the age of 32 before taking any civil service examination in connection with that appointment.

SECTION 2. Rita Silva Martins shall be eligible for appointment to the position of police officer in the Town of Natick provided that she meets all other requirements for certification and appointment to this position.

SECTION 3. This Act shall take effect upon its passage.

or take any other action relative thereto.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	Favorable Action
	QUANTUM OF VOTE:	12-0-0
	DATE VOTED:	September 15, 2020

MOTION: (majority vote required)

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to authorize the Select Board to petition the General Court for special legislation that would permit an applicant, Rita Silva Martins, who desires to seek appointment to be a police officer in the Town of Natick and who has reached the age of 32 before taking any civil service examination regarding such appointment.

Said special legislation is as follows:

An act

SECTION 1. Notwithstanding Section 58 of Chapter 31 of the General Laws or any other general or special law or rule or regulation to the contrary regulating the maximum age of an applicant for appointment as a police officer, Rita Silva Martins of the Town of Natick, shall be eligible to have her name certified for original appointment to the position of Police Officer in the Town of Natick notwithstanding her having reached the age of 32 before taking any civil service examination in connection with that appointment.

SECTION 2. Rita Silva Martins shall be eligible for appointment to the position of police officer in the Town of Natick provided that she meets all other requirements for certification and appointment to this position.

SECTION 3. This Act shall take effect upon its passage.

Ms. Martins, as well as Mr. Freedman and Chief Hicks spoke to the motion. Further discussion on the motion ensued. *The main motion under Article 22 passed by a majority vote (96-25-8).*

ARTICLE 25: CREATE STUDY COMMITTEE OF TOWN MEETING TO CONDUCT REVIEW OF DOWNTOWN MIXED-USE ZONING (Paul Griesmer, et al.)

To see if the Town will vote to authorize the Board of Selectmen, during Fiscal Year 2021, to acquire on behalf of the Town any and all easements for any of the following purposes: roads, sidewalks, vehicular and/or pedestrian access or passage, drainage and utilities, provided however that such authorization pertains only to easements acquired at no cost to the Town; and, further, to authorize the Board of Selectmen, subsequent to a public hearing, during Fiscal Year 2021 to abandon or relocate easements acquired for any of the foregoing purposes; or otherwise act thereon.

“To what action the Town will take:

- i) to create a committee to study and review any and all aspects of the Downtown Mixed Use Zoning District (DMU) including without limitation any and all dimensional regulations, intensity regulations, allowed uses (whether as of right or by special permit or by section six (pre-existing non-conforming use) finding or otherwise), parking requirements, setback and regulations from surrounding districts, purpose of the DMU, role and purpose of the DMU as a Natick Center for all the people of all the precincts in Natick, capacity for the town to absorb the 2,000 additional apartment units advocated and proposed by others, definitions applicable to DMU whether applicable only to the DMU or DMU and other districts, perimeter of the DMU, possible districts within the current DMU, review the basis for previous ZBA decisions authorizing apartments without requiring off-site parking, on-site parking or affordable housing, review traffic capacity of streets and roads throughout the DMU and associated zoning implications, reviewing DMU zoning articles that were referred to but never considered by elected or other standing town committees, reviewing and referring to said committee other proposed DMU zoning changes, reviewing the history of development and applications for development in the DMU; and/or
- ii) to determine the term, charge and responsibility of said committee including but not limited to the above, to consulting with all downtown stakeholders in the DMU and consulting with stakeholder and citizens throughout all ten precincts of the Town, and to bringing possible zoning amendments back to Town Meeting; and/or
- iii) to determine the size, composition, eligibility and qualifications to serve on such study committee; and/or
- iv) to determine which town agencies will provide support to such committee and whether to provide such committee with access to Town Counsel; and/or

otherwise act thereon.”

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	None
	QUANTUM OF VOTE:	
	DATE VOTED:	

MOTION: (majority vote required)

Moved by Mr. Griesmer, seconded by Ms. Collins that the Town vote to take no action on Article 25. *The motion to take no action on the subject matter of Article 25 passed by a majority vote (115-4-2).*

The Moderator thanked all of the many people who helped make this Town Meeting happen remotely.

ARTICLE 26: Committee Article (Town Administrator)

To see if the Town will vote to hear and discuss the reports of town officers, boards, and committees; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee took the following action:	RECOMMENDATION:	No Action
	QUANTUM OF VOTE:	10-0-0
	DATE VOTED:	September 24, 2020

MOTION: (majority vote required)

Moved by Mr. Ostroff, seconded by Ms. Wollschlager to hear and discuss a report from the Cochituate Rail Trail Advisory Committee.

Motion to permit the report from the Cochituate Rail Trail Advisory Committee to be heard and discussed passed by a majority vote (98-11-3).

Mr. Ostroff gave the committee report.

Moved by Mr. Sidney, seconded by Mr. Ostroff to dissolve 2020 Fall Annual Town Meeting. *The motion to dissolve 2020 Fall Annual Town Meeting passed by a unanimous vote (107-0-0) and the meeting dissolved at 9:20 PM on Thursday, November 12, 2020.*

A record of the Seventh Session of
2020 Fall Annual Town Meeting
November 12, 2020

Diane Packer
Town Clerk

FINANCIAL REPORTS

TAX RATE RECAPITULATION

Fiscal Year 2021

I. TAX RATE SUMMARY

1a. Total amount to be raised (from page 2, 11e)	\$ 186,181,583.40
1b. Total estimated receipts and other revenue sources (from page 2, 11le)	60,057,884.49
1c. Tax Levy (1a minus 1b)	\$ 126,123,698.91
1d. Distribution of Tax Rates and levies	

CLASS	(b) Levy percentage (from LA5)	(c) 1c above times each percent in col (b)	(d) Valuation by class (from LA-5)	(e) Tax Rates (c) / (d) x 1000	(f) Levy by class (d) x (e) / 1000
Residential	79.5150	100,287,259.19	7,368,642,159.00	13.61	100,287,219.78
Net of Exempt					
Open Space	0.0000	0.00	0.00	0.00	0.00
Commercial	18.0666	22,786,264.19	1,674,230,641.00	13.61	22,786,279.02
Net of Exempt					
Industrial	0.5184	653,825.26	48,041,100.00	13.61	653,839.37
SUBTOTAL	98.1000		9,090,913,900.00		123,727,338.17
Personal	1.9000	2,396,350.28	176,073,530.00	13.61	2,396,360.74
TOTAL	100.0000		9,266,987,430.00		126,123,698.91

MUST EQUAL 1C

Assessors

Janice Dangelo, Assessor, Natick, ehenderson@natickma.org 508-647-6420 | 11/18/2020 11:53 AM

Comment:

Molly K. Reed, Assessor, Natick, dangelo@natickma.org 508-647-6420 | 11/17/2020 10:21 AM

Comment:

Do Not Write Below This Line --- For Department of Revenue Use Only

Reviewed By: Kim Peloquin
Date: 12/02/2020
Approved: Andrew Nelson
Director of Accounts: Mary Jane Handy

Mary Jane Handy

NOTE : The information was Approved on 12/2/2020

TAX RATE RECAPITULATION
Fiscal Year 2021

II. Amounts to be raised

Ila. Appropriations (col.(b) through col.(g) from page 4)		183,062,737.49
Ilb. Other amounts to be raised		
1. Amounts certified for tax title purposes	0.00	
2. Debt and interest charges not included on page 4	0.00	
3. Final Awards	0.00	
4. Total overlay deficit	0.00	
5. Total cherry sheet offsets (see cherry sheet 1-ER)	280,011.00	
6. Revenue deficits	0.00	
7. Offset receipts deficits Ch. 44, Sec. 53E	0.00	
8. CPA other unappropriated/unreserved	0.00	
9. Snow and ice deficit Ch. 44, Sec. 31D	214,379.00	
10. Other :	0.00	
TOTAL Ilb (Total lines 1 through 10)		494,390.00
Ilc. State and county cherry sheet charges (C.S. 1-EC)		1,344,845.00
Ild. Allowance for abatements and exemptions (overlay)		1,279,610.91
Ile. Total amount to be raised (Total Ila through Ild)		186,181,583.40

III. Estimated receipts and other revenue sources

IIIa. Estimated receipts - State		
1. Cherry sheet estimated receipts (C.S. 1-ER Total)	14,889,559.00	
2. Massachusetts school building authority payments	0.00	
TOTAL IIIa		14,889,559.00
IIIb. Estimated receipts - Local		
1. Local receipts not allocated (page 3, col (b) Line 24)	12,531,078.00	
2. Offset Receipts (Schedule A-1)	0.00	
3. Enterprise Funds (Schedule A-2)	17,590,118.00	
4. Community Preservation Funds (See Schedule A-4)	0.00	
TOTAL IIIb		30,121,196.00
IIIc. Revenue sources appropriated for particular purposes		
1. Free cash (page 4, col (c))	7,353,460.00	
2. Other available funds (page 4, col (d))	7,693,669.49	
TOTAL IIIc		15,047,129.49
IIId. Other revenue sources appropriated specifically to reduce the tax rate		
1a. Free cash..appropriated on or before June 30, 2020	0.00	
1b. Free cash..appropriated on or after July 1, 2020	0.00	
2. Municipal light surplus	0.00	
3. Other source :	0.00	
TOTAL IIId		0.00
IIIe. Total estimated receipts and other revenue sources (Total IIIa through IIId)		60,057,884.49

IV. Summary of total amount to be raised and total receipts from all sources

a. Total amount to be raised (from Ile)		186,181,583.40
b. Total estimated receipts and other revenue sources (from IIIe)	60,057,884.49	
c. Total real and personal property tax levy (from Ic)	126,123,698.91	
d. Total receipts from all sources (total IVb plus IVc)		186,181,583.40

NOTE : The information was Approved on 12/2/2020

TAX RATE RECAPITULATION
Fiscal Year 2021

LOCAL RECEIPTS NOT ALLOCATED *

Receipt Type Description	(a) Actual Receipts Fiscal 2020	(b) Estimated Receipts Fiscal 2021
==> 1. MOTOR VEHICLE EXCISE	5,428,831.26	4,284,733.00
2. OTHER EXCISE		
==> a.Meals	898,833.06	300,000.00
==> b.Room	1,183,138.39	551,541.00
==> c.Other	3,247.50	3,000.00
==> d.Cannabis	0.00	0.00
==> 3. PENALTIES AND INTEREST ON TAXES AND EXCISES	298,124.97	232,550.00
==> 4. PAYMENTS IN LIEU OF TAXES	39,555.03	35,950.00
5. CHARGES FOR SERVICES - WATER	0.00	0.00
6. CHARGES FOR SERVICES - SEWER	0.00	0.00
7. CHARGES FOR SERVICES - HOSPITAL	0.00	0.00
8. CHARGES FOR SERVICES - SOLID WASTE FEES	0.00	0.00
9. OTHER CHARGES FOR SERVICES	0.00	0.00
10. FEES	2,890,389.33	2,591,398.00
a.Cannabis Impact Fee	0.00	0.00
b.Community Impact Fee Short Term Rentals	0.00	0.00
11. RENTALS	101,342.42	101,000.00
12. DEPARTMENTAL REVENUE - SCHOOLS	0.00	0.00
13. DEPARTMENTAL REVENUE - LIBRARIES	0.00	0.00
14. DEPARTMENTAL REVENUE - CEMETERIES	0.00	0.00
15. DEPARTMENTAL REVENUE - RECREATION	0.00	0.00
16. OTHER DEPARTMENTAL REVENUE	1,948,393.11	1,633,947.00
17. LICENSES AND PERMITS	858,810.25	850,785.00
18. SPECIAL ASSESSMENTS	0.00	0.00
==> 19. FINES AND FORFEITS	163,597.99	150,174.00
==> 20. INVESTMENT INCOME	1,756,599.39	1,246,000.00
==> 21. MEDICAID REIMBURSEMENT	100,000.00	100,000.00
==> 22. MISCELLANEOUS RECURRING (UPLOAD REQUIRED)	836,596.26	450,000.00
23. MISCELLANEOUS NON-RECURRING (UPLOAD REQUIRED)	468,865.07	0.00
24. Totals	16,976,324.03	12,531,078.00

Accounting Officer

I hereby certify that the actual receipts as shown in column (a) are, to the best of my knowledge correct and complete, and I further certify that I have examined the entries made on page 4 of the above-indicated fiscal year tax rate recapitulation form by the City / Town / District Clerk and hereby acknowledge that such entries correctly reflect the appropriations made and the sources from which such appropriations are to be met.

Arti Mehta, Comptroller, Natick, amehta@natickma.org 508-647-6435 | 11/18/2020 10:57 AM

Comment:

* Do not include receipts in columns (a) or (b) that were voted by the City / Town / District Council or Town Meeting as offset receipts on Schedule A-1, enterprise funds on Schedule A-2, or departmental revolving funds per Chapter 44, Section 53E 1/2. Written documentation should be submitted to support increases / decreases of estimated receipts to actual receipts.

==> Written documentation should be submitted to support increases/ decreases of FY 2021 estimated receipts to FY 2020 estimated receipts to be used in calculating the Municipal Revenue Growth Factor (MRGF).

NOTE : The information was Approved on 12/2/2020

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF ACCOUNTS

Natick
TOWN

TAX RATE RECAPITULATION
Fiscal Year 2021

City/Town Council or Town Meeting Dates	FY*	APPROPRIATIONS				AUTHORIZATIONS				
		(a) Total Appropriations Of Each Meeting	(b) ** From Raise and Appropriate	(c) From Free Cash (See B-1)	(d) From Other Available Funds (See B-2)	(e) From Offset Receipts (See A-1)	(f) From Enterprise Funds (See A-2)	(g) From Community Preservation Funds (See A-4)	(h) *** Departmental Revolving Funds	(i) Borrowing Authorization (Other)
07/11/2020	2021	170,419,552.15	149,157,037.00	2,000,000.00	4,574,973.15	0.00	14,687,542.00	0.00	0.00	860,000.00
10/28/2020	2021	12,643,185.34	4,021,029.00	5,353,460.00	3,118,696.34	0.00	150,000.00	0.00	0.00	9,410,501.00
	Total	183,062,737.49	153,178,066.00	7,353,460.00	7,693,669.49	0.00	14,837,542.00	0.00		

* Enter the fiscal year to which the appropriation relates.

** Appropriations included in column (b) must not be reduced by local receipts or any other funding source.

Appropriations must be entered gross to avoid a duplication in the use of estimated or other sources of receipts.

*** Include only revolving funds pursuant to Chapter 44, Section 53 E 1/2.

Clerk

I hereby certify that the appropriations correctly reflect the votes taken by City / Town / District Council.

Diane Packer, Town Clerk, Natick, dpacker@natickma.org 508-647-6432 | 11/17/2020 4:00 PM

Comment: Signed on November 17, 2020

NOTE : The information was Approved on 12/2/2020

SCHEDULE A-2
ENTERPRISE FUNDS CH. 44 S.53 F1/2 et al - Fiscal Year 2021

Enterprise fund number: A-2(2ND)
Type of enterprise fund: Golf Course
Name of enterprise fund/statutory reference: CH 44

	(a) FY 2020 Actual Revenues	(b) FY 2021 Estimated Revenues	
1. Enterprise revenues and available funds			
a. User charges	599,050.00	678,177.00 *	
Other departmental revenue	39,454.00	55,090.00 *	
Investment income	0.00	0.00	
Total revenues	638,504.00	733,267.00	
Retained earnings appropriated from July 1, 2019 Certification	0.00	0.00 **	
Retained earnings appropriated from July 1, 2020 Certification		0.00 **	
Other enterprise available funds		0.00	
Total revenues and available funds	638,504.00	733,267.00	(To Recap Pg 2, Part III B, line 3)
* Written documentation should be uploaded to support increases of estimated vs actual revenues			
** Retained earnings must be certified by the Director of Accounts prior to appropriation			
2. Total costs appropriated			
a. Costs appropriated in the enterprise fund			
Salaries, wages and expenses	918,177.00		
Capital Outlay	0.00		
Other	0.00		
Total costs appropriated in the enterprise fund		918,177.00	2a
b. Indirect costs appropriated in the general fund			
Health Insurance	0.00		
Pension	0.00		
Debt	0.00		
Other - Shared Services and Facilities	55,090.00		
Total costs appropriated in the general fund		55,090.00	2b
Total costs		973,267.00	2a + 2b
3. Calculation of subsidy (see instructions)			
Revenue and available funds	733,267.00		(part 1 col b)
Less: Total costs	973,267.00		(part 2 total costs)
Less: Prior year deficit	0.00		(To Recap Pg 2 Part II B)
(Negative represents subsidy)	-240,000.00		
4. Sources of funding for costs appropriated in the enterprise fund			
a. Revenue and available funds	678,177.00		
b. Taxation	240,000.00		
c. Free Cash	0.00		
d. Non-Enterprise Available Funds	0.00		
Total sources of funding for costs appropriated in the enterprise fund	918,177.00		(Must equal total part 2a)

Signatures

Accounting Officer

I hereby certify that the actual revenues - Part 1 column (a) and the amounts appropriated - part 2(a & b) are to the best of my knowledge correct and

NOTE : The information was Approved on 12/2/2020

SCHEDULE A-2
ENTERPRISE FUNDS CH. 44 S.53 F1/2 et al - Fiscal Year 2021

Signatures

complete.

Arti Mehta, Comptroller , Natick , amehta@natickma.org 508-647-6435 | 11/19/2020 10:26 AM

Documents

Documents have been uploaded.

NOTE : The information was Approved on 12/2/2020

SCHEDULE A-2
ENTERPRISE FUNDS CH. 44 S.53 F1/2 et al - Fiscal Year 2021

Enterprise fund number: A-2(1ST)
Type of enterprise fund: Water & Sewer
Name of enterprise fund/statutory reference: CH 44

	(a) FY 2020 Actual Revenues	(b) FY 2021 Estimated Revenues
1. Enterprise revenues and available funds		
a. User charges	14,540,646.00	15,356,851.00 *
Other departmental revenue	1,201,977.00	1,200,000.00
Investment income	173,425.00	150,000.00
Total revenues	15,916,048.00	16,706,851.00
Retained earnings appropriated from July 1, 2019 Certification	0.00	0.00 **
Retained earnings appropriated from July 1, 2020 Certification		150,000.00 **
Other enterprise available funds		0.00
Total revenues and available funds	15,916,048.00	16,856,851.00 (To Recap Pg 2, Part III B, line 3)
* Written documentation should be uploaded to support increases of estimated vs actual revenues		
** Retained earnings must be certified by the Director of Accounts prior to appropriation		
2. Total costs appropriated		
a. Costs appropriated in the enterprise fund		
Salaries, wages and expenses	14,009,365.00	
Capital Outlay	150,000.00	
Other	0.00	
Total costs appropriated in the enterprise fund		14,159,365.00 2a
b. Indirect costs appropriated in the general fund		
Health Insurance	0.00	
Pension	0.00	
Debt	0.00	
Other - Shared Services and Facilities	2,697,486.00	
Total costs appropriated in the general fund		2,697,486.00 2b
Total costs		16,856,851.00 2a + 2b
3. Calculation of subsidy (see instructions)		
Revenue and available funds	16,856,851.00 (part 1 col b)	
Less: Total costs	16,856,851.00 (part 2 total costs)	
Less: Prior year deficit	0.00	(To Recap Pg 2 Part II B)
(Negative represents subsidy)	0.00	
4. Sources of funding for costs appropriated in the enterprise fund		
a. Revenue and available funds	14,159,365.00	
b. Taxation	0.00	
c. Free Cash	0.00	
d. Non-Enterprise Available Funds	0.00	
Total sources of funding for costs appropriated in the enterprise fund	14,159,365.00 (Must equal total part 2a)	

Signatures

Accounting Officer

I hereby certify that the actual revenues - Part 1 column (a) and the amounts appropriated - part 2(a & b) are to the best of my knowledge correct and

NOTE : The information was Approved on 12/2/2020

SCHEDULE A-2

ENTERPRISE FUNDS CH. 44 S.53 F1/2 et al - Fiscal Year 2021

Signatures

complete.

Arti Mehta, Comptroller , Natick , amehta@natickma.org 508-647-6435 | 11/19/2020 10:31 AM

Documents

Documents have been uploaded.

NOTE : The information was Approved on 12/2/2020

Schedule B-1

Free Cash Certification and Appropriation - Fiscal Year 2021

Part I

		Date Certified
1. 7/1/2019 Free Cash Certification	6,101,910.00	10/10/2019
ADD:		
2. Free Cash Update Part I	0.00	
TOTAL	6,101,910.00	
Subtract Free Cash Appropriated From This Certification		
3. FY 2020 Recap	3,341,574.00	
4. FY 2021 Recap (check to Recap page 4, column c)	2,000,000.00	
5. FY 2021 Recap appropriated on or before June 30th to reduce the tax rate	0.00	To Recap pg 2 Part III d 1a
Balance of Unappropriated Free Cash Part I:	760,336.00	

Part II

		Date Certified
1. 7/1/2020 Free Cash Certification	6,653,460.00	10/20/2020
ADD:		
2. Free Cash Update Part II	0.00	
TOTAL:	6,653,460.00	
Subtract Free Cash Appropriated From This Certification		
3. FY 2021 Recap (check to Recap page 4, column c)	5,353,460.00	
4. FY 2021 Recap appropriated on or after July 1st to reduce the tax rate	0.00	To Recap pg 2 Part III d 1b
Balance of Unappropriated Free Cash Part II:	1,300,000.00	

Signatures

Accounting Officer

Arti Mehta, Comptroller , Natick , amehta@natickma.org 508-647-6435 | 11/18/2020 1:32 PM

Documents

No documents have been uploaded.

NOTE : The information was Approved on 12/2/2020

Schedule B-2

SOURCES AND USES OF OTHER AVAILABLE FUNDS - Fiscal Year 2021

Date of Appropriation	Source of Fund	Use of Fund	Col. A Amount in Fund When Approp. was Made	Col. B. Amount of Appropriation
07/11/2020	Parking Meter	FY 2021 Budget	413,371.00	80,000.00
07/11/2020	Premium on Bonds	FY 2021 Budget	709,467.00	80,578.00
07/11/2020	SBAB	FY 2021 Budget	481,934.00	122,162.00
07/11/2020	PEG Special Revenue Funds	PEG Access account	562,733.15	562,733.15
07/11/2020	Capital Stabilization fund	Capital projects	5,051,050.00	429,500.00
07/11/2020	Overlay Surplus	FY 2021 Budget	1,000,000.00	1,000,000.00
10/28/2020	Overlay surplus	FY 2021 budget	0.00	-1,000,000.00
10/28/2020	PEG Sp. Revenue account	PEG Access account	158,185.44	158,185.44
10/28/2020	Capital Stabilization fund	Capital Projects	4,621,550.00	2,239,127.00
10/28/2020	TNC funds	Roadways Article	24,984.90	24,984.90
10/28/2020	Sewer I & I fund	Sewer Collection system	767,486.00	700,000.00
10/28/2020	A 13B FY 17 Cole Center Roof	Roadways and Sidewalk	450,000.00	450,000.00
10/28/2020	15B FY 2016 B and W sidewalk	Roadways and Sidewalk	155,611.00	155,611.00
10/28/2020	36B 2015 Pond St Sidewalk	Roadways and Sidewalk	285,000.00	285,000.00
10/28/2020	14B 2013 Pond & Cem Retaining wall	Roadways and Sidewalk	105,788.00	105,788.00
07/11/2020	Stabilization fund	FY 21 Budget	5,215,392.00	2,300,000.00
			Total	7,693,669.49

(Must equal Recap page 4 column d)

Column (A) must be greater than or equal to the amount of the appropriation in Column (B) at the time of the appropriation unless otherwise specified by general or special law.

Signatures

Accounting Officer

Arti Mehta, Comptroller, Natick, amehta@natickma.org 508-647-6435 | 11/18/2020 1:33 PM

Documents

No documents have been uploaded.

NOTE : The information was Approved on 12/2/2020

Schedule DE-1
Debt Exclusion - Fiscal Year 2021

(A) Ballot Vote Date	(B) Purpose(s) of Exclusion Vote	(C) Date of original issuance note/bond per purpose(s)	(D) Temp or Perm (T/P)	(E) FY 2020 Net Excluded Debt Service	(F) FY 2020 Gross Debt Service Expended	(G) FY 2021 Gross Debt Service Excludable	(H) Reimbursement adjustments (Whole numbers only)	(I) FY 2021 Net Excluded Debt Service
11/07/2000	Wilson Middle School	04/15/2004	P	409,025	514,600	514,600	126,600	388,000
03/30/2010	Natick High School	06/15/2011	P	2,677,753	2,738,313	2,429,385	58,306	2,371,079
03/30/2010	Community Senior Center	06/15/2011	P	617,335	631,200	538,396	12,871	525,525
03/30/2010	Community Senior Center	06/01/2012	P	106,037	106,925	108,125	605	107,520
03/30/2010	Natick High School	06/15/2013	P	313,304	320,325	209,559	4,358	205,201
03/27/2018	Kennedy Middle School	12/06/2018	P	4,490,033	4,490,033	4,492,780	0	4,492,780
11/06/2018	West Natick Fire Station	12/06/2018	P	1,170,875	1,170,875	1,172,275	0	1,172,275
			Total:	9,784,362	9,972,271	9,485,120	202,740	9,262,380

REIMBURSEMENTS: School Building Assistance, Library Construction Grants etc.

ADJUSTMENTS: Prior year interest not included, rate or term different than estimate

Signatures
<p>Financial Officer</p> <p>Arti Mehta, Comptroller, Natick, amehta@natickma.org 508-647-6435 11/19/2020 10:45 AM</p> <p>Comment: On behalf of John Townsend</p>

Documents
Documents have been uploaded.

NOTE : The information was Approved on 12/2/2020

CLASSIFICATION TAX ALLOCATION
Fiscal Year 2021

1. The selected Residential Factor is 1.000000

If you desire each class to maintain 100% of its full values tax share, indicate a residential factor of "1" and go to question 3.

2. In computing your residential factor, was a discount granted to Open Space?

Yes ☐ No ☒

If Yes, what is the percentage discount? 0

3. Was a residential exemption adopted?

Yes ☐ No ☒

If Yes, please complete the following:

Class 1 Total Assessed Value	=	7,368,642,159	X	<u>0</u>	=	<u>0</u>
Class 1 Total Parcel Count *		0		Selected Res. Exemption %		Residential Exemption

* Include all parcels with a Mixed-Use Residential designation

Applicable number of parcels to receive exemption 0

Net value to be exempted 0

4. Was a small commercial exemption adopted?

Yes ☐ No ☒

% Selected 0

If Yes, please complete the following:

No. of parcels eligible	<u>0</u>
Total value of parcels	<u>0</u>
Total value to be exempted	<u>0</u>

5. The following information was derived from the LA-7. Please indicate in column D percentages (accurate to 4 digits to the right of the decimal point) which result from your selected residential factor. (If a residential factor of "1" has been selected, you may leave Column D blank.)

A Class	B Certified Full and Fair Cash Value Assessments	C Percentage Full Value Shares of Total Tax Levy	D New Percentage Shares of Total Tax Levy
Residential	7,368,642,159.00	79.5150%	79.5150%
Open Space	0.00	0.0000%	0.0000%
Commercial	1,674,230,641.00	18.0666%	18.0666%
Industrial	48,041,100.00	0.5184%	0.5184%
Personal Property	176,073,530.00	1.9000%	1.9000%
TOTALS	9,266,987,430.00	100.0000%	100.0000%

NOTE : The information was Approved on 12/2/2020

CLASSIFICATION TAX ALLOCATION

Fiscal Year 2021

7. We hereby attest that on 11/12/2020 (date), 5:00 (time), at Virtual Meeting (place) in a public hearing on the issue of adopting the percentages for fiscal year 2021, that the Board of Assessors presented information and data relevant to making such determination and the fiscal effect of the available alternatives, and that the percentages set forth above were duly adopted in public session on 11/12/2020 (date).

8. The LA-5 excess capacity for the current fiscal year is calculated as 46,910.09

The LA-5 excess capacity for the prior fiscal year is calculated as 73,103.53

For cities : City Councilors, Aldermen, Mayor

For towns : Board of Selectmen

For districts : Prudential Committee or Commissioners

Signatures

Board of Assessors

We hereby attest that on the hearing date above, we presented all information and data relevant to making a decision on allocating the tax levy including the fiscal effect of the available alternatives at the hearing, and that the residential factor and percentages set forth in this LA-5 were duly adopted in public session on the date stated above.

Kathryn A. Peirce, Assesor , Natick , ehenderson@natickma.org 508-647-6420 | 11/12/2020 6:35 PM

Molly K. Reed, Assessor , Natick , dangelo@natickma.org 508-647-6420 | 11/17/2020 10:20 AM

Janice Dangelo, Assessor , Natick , ehenderson@natickma.org 508-647-6420 | 11/17/2020 12:39 PM

Clerk

I hereby attest that notice was given to taxpayers according to the Open Meeting Law and any other local rules, by-laws or ordinances that a public hearing on the issue of adopting the residential factor and tax levy percentages would be held on the date and time stated above.

Diane Packer, Town Clerk , Natick , dpacker@natickma.org 508-647-6432 | 11/17/2020 3:57 PM

Comment: Signed on November 17, 2020

Mayor

I approve of the residential factor and tax rate percentages set forth in this LA-5.

Documents

Documents have been uploaded.

Levy Limit
Fiscal Year 2021

FOR BUDGET PLANNING PURPOSES

I. TO CALCULATE THE FY 2020 LEVY LIMIT

A. FY 2019 Levy Limit	107,285,191	
A1. Amended FY 2019 Growth	0	
B. ADD (IA + IA1)*2.5%	2,682,130	
C. ADD FY 2020 New Growth	1,884,006	
C1. ADD FY 2020 New Growth Adjustment	0	
D. ADD FY 2020 Override	0	
E. FY 2020 Subtotal	<u>111,851,327</u>	
F. FY 2020 Levy Ceiling	223,296,447	I. <u>111,851,327</u> FY 2020 Levy Limit

II. TO CALCULATE THE FY 2021 LEVY LIMIT

A. FY 2020 Levy Limit from I	111,851,327	
A1. Amended FY 2020 Growth	0	
B. ADD (IIA + IIA1)*2.5%	2,796,283	
C. ADD FY 2021 New Growth	2,260,619	
C1. ADD FY 2021 New Growth Adjustment	0	
D. ADD FY 2021 Override	0	
E. ADD FY 2021 Subtotal	<u>116,908,229</u>	
F. FY 2021 Levy Ceiling	231,674,686	II. <u>116,908,229</u> FY 2021 Levy Limit

III. TO CALCULATE THE FY 2021 MAXIMUM ALLOWABLE LEVY

A. FY 2021 Levy Limit from II.	116,908,229
B. FY 2021 Debt Exclusion(s)	9,262,380
C. FY 2021 Capital Expenditure Exclusion(s)	0
D. FY 2021 Stabilization Fund Override	0
E. FY 2021 Other Adjustment :	0
F. FY 2021 Water/Sewer	0
G. FY 2021 Maximum Allowable Levy	<u>126,170,609</u>

Signatures

Board of Assessors

Eric Henderson, Dir. of Assessing , Natick , ehenderson@natickma.org 508-647-6420 I 11/18/2020 10:00 AM

Comment: Signed on behalf of BOA authorization on file

Documents

No documents have been uploaded.

NOTE : The information was Approved on 12/2/2020

SCHEDULE OL-1

[illegible]

Signatures

Accounting Officer

Arti Mehta, Comptroller, Natick, amehta@natickma.org 508-647-6435 | 11/19/2020 10:42 AM

Assessor

Eric Henderson, Dir. of Assessing, Natick, ehenderson@natickma.org 508-647-6420 | 11/19/2020 10:38 AM

Comment: Signed on behalf of BOA authorization on file

Documents

No documents have been uploaded.

NOTE : The information was Approved on 12/2/2020

Massachusetts Department of Revenue Division of Local Services
BUREAU OF ACCOUNTS - AUTOMATED TREASURER'S YEAR-END CASH REPORT

TOWN OF NATICK, for the Year Ending Jun 30, **2020**
 (City, Town, County, District)

PART I: A. Cash and checks in office

\$ 2,000.00

B. Non - Interest Bearing Checking Accounts

Collateral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
Y	CITIZENS BANK	VARIOUS	N/A	17,840.62	
	MW CREDIT UNION	COA	N/A	5.95	
	MW CREDIT UNION	POLICE	N/A	10.00	
			N/A		\$17,856.57

C. Interest Bearing Checking Accounts

Collateral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
Y	CITIZENS BANK	VARIOUS	0.20	5,717,992.45	
Y	CITIZENS BANK	VARIOUS	0.04	5,400,004.75	
N	PEOPLE'S BANK	GENERAL FUND	0.20	13,179,148.52	
N	CENTURY BANK	GENERAL FUND	0.46	32,458,700.70	
N	EASTERN BANK	GENERAL FUND	0.14	9,709,062.45	
N	EASTERN BANK	VARIOUS	0.10	339,067.71	
N	HARBOR ONE	GENERAL FUND	0.50	3,729,434.71	
N	MIDDLESEX BANK	GENERAL FUND	0.05	460,147.14	
Y	SANTANDER	GENERAL FUND	0.10	876,660.93	
Y	TD BANK	GENERAL FUND	0.15	572,569.30	
N	UNIBANK	GENERAL FUND	0.13	1,807,466.32	
Y	CITIZENS BANK	STUDENT ACTIVITY	0.01	1,539,525.70	
N	NEEDHAM BANK	GENERAL FUND	0.75	4,706,503.52	
					\$80,496,284.20

D. Liquid Investments

Collateral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
Y	BARTHOLOMEW	GENERAL FUND	0.76	2,742,824.35	
					\$2,742,824.35

Note: Attach additional sheets if needed.

Massachusetts Department of Revenue Division of Local Services
BUREAU OF ACCOUNTS - AUTOMATED TREASURER'S YEAR-END CASH REPORT

TOWN OF NATICK

, for the Year Ending Jun 30, **2020**

(City, Town, County, District)

E. Term Investments

Collateral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
N	PEOPLE'S BANK	CD MATURES 03/07/21	2.72	3,175,000.00	
N	PEOPLE'S BANK	CD MATURES 03/07/22	2.86	1,000,000.00	
N	CENTURY BANK	CD MATURES 01/28/21	0.35	3,583,000.00	
N	CENTURY BANK	CD MATURES 03/03/21	2.96	3,175,000.00	
N	CENTURY BANK	CD MATURES 03/03/22	3.11	1,000,000.00	
N	NEEDHAM BANK	CD MATURES 03/04/21	1.60	11,998,648.97	
N	NEEDHAM BANK	CD MATURES 03/05/21	2.52	3,175,000.00	
N	NEEDHAM BANK	CD MATURES 03/05/22	2.57	1,000,000.00	
				Sub - Total	\$28,106,648.97
	U.S. Treasury Bills				
	Repurchase Agreements				
	Other				
				Sub - Total	\$0.00
				Sec. E Total	\$28,106,648.97

F. Trust Funds

Collateral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
N	PEOPLE'S BANK	STABILIZATION FUND	0.20	8,667,324.47	
N	EASTERN BANK	DISABILITY TRUST	0.15	29,493.42	
N	T. ROWE PRICE	MCDANIEL TRUST	MARKET	190,067.89	
N	MIDDLESEX BANK	ELDERLY/DISABLED	0.05	18,499.08	
N	BARTHOLOMEW	POOLED TRUST	2.18	2,270,488.51	
N	BARTHOLOMEW	OPEB TRUST	MARKET	3,634,623.54	
N	BARTHOLOMEW	FAR STABILIZATION	2.07	2,696,555.06	
N	BARTHOLOMEW	OPER STABILIZATION	MARKET	3,387,054.28	
N	BARTHOLOMEW	VARIOUS STABILIZATION	2.18	1,074,702.00	
N	BARTHOLOMEW	VARIOUS	2.18	49,109.17	
N	MMDT	MWRA SEWER	0.44	2,286,097.59	
Y	TD BANK	CONSERVATION	0.15	157,666.82	
N	MIDDLESEX BANK	CONSERVATION	0.05	58,695.51	
N	EASTERN BANK	AFFORDABLE HOUSING	0.01	1,606.53	
					\$24,521,983.87

Part I Total: All Cash and Investments

\$ 135,887,597.96

Note: Attach additional sheets if needed.

Massachusetts Department of Revenue, Division of Local Services
Bureau of Accounts ~ Automated Statement of Indebtedness

City/Town/District of : Town of Natick

Enter year:

FY **2020**

Long Term Debt Inside the Debt Limit	Outstanding July 1, 2019	+ New Debt Issued	- Retirements	= Outstanding June 30, 2020	Interest Paid in FY 2020
Buildings	22,980,000.00	3,938,740.00	6,115,000.00	20,803,740.00	1,019,290.00
Departmental Equipment	6,146,200.00	68,700.00	1,470,000.00	4,744,900.00	257,312.00
School Buildings	4,837,778.00	24,535.00	1,035,556.00	3,826,757.00	171,863.00
School - All Other	3,795,555.00	29,450.00	368,411.00	3,456,594.00	127,051.00
Sewer	5,760,390.00	433,025.00	700,450.00	5,492,965.00	186,159.00
Solid Waste				0.00	
Other Inside	18,354,000.00	10,452,575.00	2,410,000.00	26,396,575.00	768,220.00
SUB - TOTAL Inside	\$61,873,923.00	\$14,947,025.00	\$12,099,417.00	\$64,721,531.00	\$2,529,895.00

Long Term Debt Outside the Debt Limit	Outstanding July 1, 2019	+ New Debt Issued	- Retirements	= Outstanding June 30, 2020	Interest Paid in FY 2020
Airport				0.00	
Gas/Electric Utility				0.00	
Hospital				0.00	
School Buildings	86,347,467.00	17,724,000.00	25,719,033.00	78,352,434.00	3,830,418.00
Sewer	115,000.00		10,000.00	105,000.00	4,556.00
Solid Waste	126,000.00		126,000.00	0.00	2,520.00
Water	7,644,500.00	5,352,000.00	1,356,154.77	11,640,345.23	309,390.00
Other Outside	478,243.00		145,199.00	333,044.00	16,114.00
SUB - TOTAL Outside	\$94,711,210.00	\$23,076,000.00	\$27,356,386.77	\$90,430,823.23	\$4,162,998.00
TOTAL Long Term Debt	\$156,585,133.00	\$38,023,025.00	\$39,455,803.77	\$155,152,354.23	\$6,692,893.00

I certify to the best of my knowledge that this information is complete and accurate as of this date.

Treasurer: _____

Date: _____

I certify that long and short term debt as identified in this Statement of Indebtedness is in agreement with the general ledger controls in my department and are also reflected on the balance sheet.

Accounting Officer: _____

Date: _____

Please complete all sections of this report and upload in Gateway no later than September 30, 2020.

Short Term Debt	Outstanding July 1, 2019	+ Issued	- Retired	= Outstanding June 30, 2020	Interest Paid in FY 2020
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RANs - Revenue Anticipation				0.00	
BANs - Bond Anticipation:					
Buildings				0.00	
School Buildings				0.00	
Sewer				0.00	
Water	520,000.00		520,000.00	0.00	
Other BANs	4,135,000.00		4,135,000.00	0.00	69,723.44
SANs - State Grant Anticipation				0.00	
FANs - Federal Gr. Anticipation				0.00	
Other Short Term Debt				0.00	

TOTAL Short Term Debt	\$4,655,000.00	\$0.00	\$4,655,000.00	\$0.00	\$69,723.44
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GRAND TOTAL All Debt	\$161,240,133.00	\$38,023,025.00	\$44,110,803.77	\$155,152,354.23	\$6,762,616.44
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Authorized and Unissued Debt					
Purpose	Date of Vote	Article Number	Amount Authorized	- Issued - Retired - Rescined	= Unissued 6/30/2020
Parking Garage	05/04/06	14	540,000.00		540,000.00
Chrls River Dam	04/15/08	10B3	187,000.00	87,000.00	100,000.00
Sewer I & I	04/17/08	14	436,865.00	77,385.00	359,480.00
Water	10/21/10	10c-10	150,000.00		150,000.00
Polie Roof top HVAC	04/25/03	19b-3	180,000.00	125,000.00	55,000.00
Cole North	10/22/13	19b-3	1,200,000.00	1,170,000.00	30,000.00
Dept equip DDC	10/22/13	18b14	150,000.00		150,000.00
Pine St Roadways	05/08/14	36b2	2,000,000.00	1,847,000.00	153,000.00
sewer	11/06/14	33d	969,000.00	242,250.00	726,750.00
Main street	11/06/14	11b6	280,000.00		280,000.00
cole center air handler	11/06/14	33b7	100,000.00	80,000.00	20,000.00
Engineering Charles River Brid	10/22/15	10g3	250,000.00	125,000.00	125,000.00
land Acquisitriion	05/05/16	29	3,200,000.00		3,200,000.00
water distribution	10/17/17	10D6	150,000.00		150,000.00
KMS	02/27/18-03/27/18	10d6	105,835,000.00	65,468,238.00	40,366,762.00
					\$46,405,992.00

SUB - TOTAL from additional sheet(s)	\$1,250,000.00
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TOTAL Authorized and Unissued Debt	\$47,655,992.00
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Please Complete Additional Sections if Needed

[illegible]

BUREAU OF ACCOUNTS, STATEMENT OF INDEBTEDNESS DETAIL

Long Term Debt					
Inside the Debt Limit Report by Issuance	Outstanding July 1, 2019	+ New Debt Issued	- Retirements	= Outstanding June 30, 2020	Interest Paid in FY 2020
D	6,769,000.00		6,769,000.00	0.00	236,925.00
E	875,000.00		225,000.00	650,000.00	22,125.00
F	228,000.00		193,000.00	35,000.00	5,260.00
G	3,290,533.00		478,967.00	2,811,566.00	104,045.74
H	4,560,000.00		985,000.00	3,575,000.00	156,925.02
I	121,230.00	0.00	20,205.00	101,025.00	0.00
J	1,530,000.00		280,000.00	1,250,000.00	42,340.00
K	3,455,000.00		425,000.00	3,030,000.00	90,468.76
L	8,175,000.00		990,000.00	7,185,000.00	338,431.26
M	32,160.00		4,020.00	28,140.00	
N	7,305,000.00		565,000.00	6,740,000.00	261,500.00
O	25,533,000.00		1,140,000.00	24,393,000.00	1,271,874.24
P		9,970,000.00		9,970,000.00	
Q		4,759,000.00		4,759,000.00	
S		218,025.00	24,225.00	193,800.00	
TOTAL	61,873,923.00	14,947,025.00	12,099,417.00	64,721,531.00	2,529,895.02
				Must equal page 1 subtotal	

Long Term Debt					
Outside the Debt Limit Report by Issuance	Outstanding July 1, 2019	+ New Debt Issued	- Retirements	= Outstanding June 30, 2020	Interest Paid in FY 2020
A	2,011,743.00		314,853.77	1,696,889.23	81,520.28
C	75,000.00		7,500.00	67,500.00	-
D	24,566,000.00		24,566,000.00	0.00	861,370.50
E	165,000.00		55,000.00	110,000.00	4,400.00
F	152,000.00		87,000.00	65,000.00	4,340.00
G	2,689,467.00		326,033.00	2,363,434.00	86,566.75
H	470,000.00		60,000.00	410,000.00	15,056.26
L	2,565,000.00		245,000.00	2,320,000.00	107,781.26
N	665,000.00	0.00	40,000.00	625,000.00	23,650.00
P	61,352,000.00		1,655,000.00	59,697,000.00	2,978,312.41
Q		5,080,000.00		5,080,000.00	
R		17,996,000.00		17,996,000.00	
				0.00	
				0.00	
				0.00	
TOTAL	94,711,210.00	23,076,000.00	27,356,386.77	90,430,823.23	4,162,997.46
				Must equal page 1 subtotal	

Short Term Debt Report by Issuance	Outstanding July 1, 2019	+ Issued	- Retired	= Outstanding June 30, 2020	Interest Paid in FY 2020
06/28/2019 Navy Yard	1,600,000.00		1,600,000.00	0.00	32,000.00
06/28/2019 East Park	2,535,000.00		2,535,000.00	0.00	37,723.44
06/28/2019 Tonka Pressure filter	520,000.00		520,000.00	0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
TOTAL	4,655,000.00	0.00	4,655,000.00	0.00	69,723.44
				Must equal page 2 Total	

**TOWN OF NATICK
Statement of Free Cash Usage
Fiscal Year 2020**

Certified Free Cash as of July 1, 2019 **6,101,910.00**

Uses:

Fall Town Meeting

Article 1	FY 20 Budget	834,588.00
Article 2	Transfer to Stabilization	250,000.00
Article 3	Transfer to Operational Stabilization	250,000.00
Article 4	Transfer to Capital Stabilization	1,519,347.00
Article 5	Transfer to OPEB	375,639.00
Article 15	Street	1,000.00
Article 16	Street	1,000.00
Article 28	Land Area	5,000.00
Article 37	Town Meeting Handbook	5,000.00

Total Uses: **3,241,574.00**

Closed to Fund Balance June 30, 2020 **2,860,336.00**

TOWN OF NATICK

Combined Balance Sheet - All Fund Types and Account Groups
as of June 30, 2020
(Unaudited)

	Governmental Fund Types		Proprietary Fund Types		Fiduciary Fund Types	Account Groups	Totals
	General	Special Revenue	Capital Projects	Enterprise	Trust and Agency	Long-term Debt	(Memorandum Only)
ASSETS							
Cash and cash equivalents	34,814,659.87	11,107,058.67	60,727,729.36	2,904,920.79	26,216,169.56		135,770,538.25
Investments							0.00
Receivables:							
Personal property taxes	249,912.21						249,912.21
Real estate taxes	2,501,419.33						2,501,419.33
Deferred taxes	599,462.99						599,462.99
Allowance for abatements and exemptions	(4,950,203.51)						(4,950,203.51)
Special assessments	5,738.85			2,844.94			8,583.79
Tax liens	2,005,600.64			389,091.85			2,394,692.49
Tax foreclosures	307,556.10						307,556.10
Motor vehicle excise	1,061,238.76						1,061,238.76
Other excises	2,477.00						2,477.00
User fees				1,698,327.96			1,698,327.96
Utility liens added to taxes				0.00			0.00
Departmental	440,849.20	43,764.00		0.00			484,613.20
Other receivables	8,659.28			817,538.72			826,198.00
Due from other governments							0.00
Due to/from other funds				200.00			0.00
Working deposit	3,219.00						3,419.00
Prepays							0.00
Inventory							0.00
Fixed assets, net of accumulated depreciation							0.00
Amounts to be provided - payment of bonds						155,152,354.00	155,152,354.00
Amounts to be provided - vacation/sick leave							0.00
Total Assets	37,050,589.72	11,150,822.67	60,727,729.36	5,812,924.26	26,216,169.56	155,152,354.00	296,110,589.57
LIABILITIES AND FUND EQUITY							
Liabilities:							
Accounts payable							0.00
Warrants payable	6,821,371.88						6,821,371.88
Accrued payroll and withholdings	75,582.34						75,582.34
Accrued claims payable	2,370,987.12						2,370,987.12
IBNR							0.00
Other liabilities	318,840.82	1,606.00					320,446.82
Agency Funds					2,669,104.88		2,669,104.88
Deferred revenue:							
Real and personal property taxes	(2,198,917.78)						(2,198,917.78)
Deferred taxes	599,462.99						599,462.99
Prepaid taxes/fees	145,084.63						145,084.63
Special assessments	5,738.85			2,844.94			8,583.79
Tax liens	2,005,600.64						2,005,600.64
Tax foreclosures	307,556.10						307,556.10
Motor vehicle excise	1,061,238.76						1,061,238.76
Other excises	2,477.00						2,477.00
User fees				1,698,327.96			1,698,327.96
Utility liens added to taxes				389,091.85			389,091.85
Departmental	440,849.20	43,764.00		817,538.72			1,302,151.92
Deposits receivable				0.00			0.00
Other receivables	8,659.28						8,659.28
Due from other governments							0.00
Due to other governments							0.00

	Governmental Fund Types			Proprietary Fund Types		Fiduciary Fund Types	Account Groups	Totals (Memorandum Only)
	General	Special Revenue	Capital Projects	Enterprise	Internal Services			
Due to/from other funds								0.00
Bonds payable							155,152,354.00	155,152,354.00
Notes payable								0.00
Vacation and sick leave liability								0.00
Total Liabilities	11,964,531.83	45,370.00	0.00	2,907,803.47	0.00	2,669,104.88	155,152,354.00	172,739,164.18
Fund Equity:								
Reserved for encumbrances	7,018,306.79			179,031.35				7,197,338.14
Reserved for expenditures	3,671,756.59							3,671,756.59
Reserved for continuing appropriations	0.00			1,324,231.13				1,324,231.13
Reserved for petty cash	3,219.00			200.00				3,419.00
Reserved for appropriation deficit								0.00
Reserved for snow and ice deficit	(214,379.00)							(214,379.00)
Reserved for COVID-19 deficit								0.00
Reserved for debt service								0.00
Reserved for premiums								0.00
Reserved for working deposit								0.00
Undesignated fund balance	14,607,154.51	11,105,452.67	60,727,729.36	1,401,658.31		23,547,064.68		111,389,059.53
Unreserved retained earnings								0.00
Investment in capital assets								0.00
Total Fund Equity	25,086,057.89	11,105,452.67	60,727,729.36	2,905,120.79	0.00	23,547,064.68	0.00	123,371,425.39
Total Liabilities and Fund Equity	37,050,589.72	11,150,822.67	60,727,729.36	5,812,924.26	0.00	26,216,169.56	155,152,354.00	296,110,589.57

**Town of Natick
Balance Sheet
As of June 30, 2020
General Fund 0001 and 0002**

<u>Assets</u>		
Cash:		
Unrestricted Savings - Operating	34,814,659.87	34,814,660
Petty Cash Advances:		
Collector	1,200.00	
Public Works Administration	125.00	
Town Clerk	200.00	
Police Department	100.00	
Recreation #1	100.00	
Recreation #2	100.00	
Community Development	150.00	
Board of Health	35.00	
Council on Aging	80.00	
Fire Department	25.00	
Selectmen	200.00	
School Dept	904.00	
Total Cash		3,219
Accounts Receivable:		
<u>Real Estate Taxes:</u>		
Prior years	(23,202.21)	
'REAL ESTATE TAX 2008	(38,995.33)	
'REAL ESTATE TAX 2009	5,145.17	
'REAL ESTATE TAX 2010	(13,243.41)	
'REAL ESTATE TAX 2011	5,643.11	
'REAL ESTATE TAX 2012	(32,340.83)	
'REAL ESTATE TAX 2013	(15,327.40)	
'REAL ESTATE TAX 2014	(55,454.76)	
'REAL ESTATE TAX 2015	2,990.96	
'REAL ESTATE TAX 2016	6,063.33	
'REAL ESTATE TAX 2017	1,630.22	
REAL ESTATE TAX 2018	13,339.12	
REAL ESTATE TAX 2019	399,947.98	
REAL ESTATE TAX 2020	2,245,223.38	
REAL ESTATE TAX 2021	-	
		2,501,419
<u>Personal Property Taxes:</u>		
Personal Property Prior years	55,953.95	
'PERSONAL PROPERTY TAX 2008	10,578.70	
'PERSONAL PROPERTY TAX 2009	12,977.14	
'PERSONAL PROPERTY TAX 2010	11,233.53	
'PERSONAL PROPERTY TAX 2011	10,227.25	
'PERSONAL PROPERTY TAX 2012	15,666.14	
'PERSONAL PROPERTY TAX 2013	12,590.75	
'PERSONAL PROPERTY TAX 2014	9,447.54	
'PERSONAL PROPERTY TAX 2015	13,580.81	
'PERSONAL PROPERTY TAX 2016	12,422.16	
'PERSONAL PROPERTY TAX 2017	14,625.90	
'PERSONAL PROPERTY TAX 2018	29,830.45	
PERSONAL PROPERTY TAX 2019	14,267.24	
PERSONAL PROPERTY TAX 2020	26,510.65	
PERSONAL PROPERTY TAX 2021	-	
		249,912
<u>Tax Liens & Deferrals:</u>		
Tax Liens Receivable	2,005,600.64	
Tax Foreclosure	307,556.10	
Tax Per Chapter 41A Receivable	599,462.99	2,912,620

Excise Taxes:

PRIOR YEARS	83,294.32	
'MOTOR VEHICLE EXCISE 2008	21,337.80	
'MOTOR VEHICLE EXCISE 2009	15,378.82	
'MOTOR VEHICLE EXCISE 2010	17,916.97	
'MOTOR VEHICLE EXCISE 2011	16,748.89	
'MOTOR VEHICLE EXCISE 2012	17,872.72	
'MOTOR VEHICLE EXCISE 2013	15,314.58	
'MOTOR VEHICLE EXCISE 2014	13,314.08	
'MOTOR VEHICLE EXCISE 2015	20,293.20	
'MOTOR VEHICLE EXCISE 2016	17,182.52	
'MOTOR VEHICLE EXCISE 2017	25,636.96	
MOTOR VEHICLE EXCISE 2018	35,721.45	
MOTOR VEHICLE EXCISE 2019	115,436.61	
MOTOR VEHICLE EXCISE 2020	645,789.84	1,061,239

Boat Excise 2010	258.00	
Boat Excise 2011	50.00	-
Boat Excise 2012	178.00	
Boat Excise 2013	195.03	
Boat Excise 2014	158.15	
Boat Excise 2015	193.01	
Boat Excise 2016	135.00	
Boat Excise 2017	328.00	
Boat Excise 2018	183.00	
Boat Excise 2019	459.00	
Boat Excise 2020	340.00	2,477

Trash Fees:

PAYT Program (Pay as you Throw)	106,313.33	106,313
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Department Receivables:

	-	
Ambulance Services	291,160.87	291,161

Other Receivables:

Parking Fines	43,375.00	
Betterments Added to Tax	5,738.85	
Un-Appportioned Assessments	8,659.28	
	-	57,773

Total Assets**42,000,793****Liabilities**

Warrants Payable - Operating	6,821,371.88	
Accrued Payroll	75,582.34	6,896,954

Deferred Revenue:

'DEFERRED REVENUE PROPERTY TAX	(2,198,917.78)	
'DEFERRED REVENUE - AMBULANCE	291,160.87	
'DEFERRED REVENUE TAX LIENS	2,005,600.64	
'DEFERRED REV TAX FORECLOSURE	307,556.10	
'DEFERRED REVENUE PAYT PROGRAM	106,313.33	
'DEFERRED REVENUE PARKING FINES	43,375.00	
'DEFERRED REVENUE BETTERMENTS	14,398.13	
'DEFERRED REVENUE MGL CHAP 41A	599,462.99	
'DEFERRED REVENUE MOTOR VEHICLE	1,061,238.76	
'DEFERRED REVENUE BOAT EXCISE	2,477.19	
'DEFERRED REVENUE VETERANS DEPT	-	2,232,665

Allowance for Abatement/Exemptions:

RESERVE ALL YEAR COMBINED	4,950,203.51	
Prior Years	-	4,950,204

<u>Employee Withholdings & Other</u>		
Other Liabilities:		
ER Share of Health	(174,737.04)	
MID AMERICA	1,700.00	
	-	
	-	
'COLONIAL LIFE INSURANCE	(200.63)	
'ITT HARTFORD BASIC LIFE	7,702.18	
'ITT HARTFORD OPTIONAL LIFE	32,721.92	
'ITT HARTFORD VOLUNTARY LIFE	(29,830.33)	
'DEFERRED COMPENSATION PLANS	-	
'MEDEX	109,018.52	
'TUFTS HEALTH	164,327.12	
'NETWORK BLUE	(9,285.05)	
'PILGRIM HEALTH	403,672.33	
'DELTA DENTAL	71,762.72	
'JEFFERSON PILOT DISABILITY INS	9,668.92	
'FLEXIBLE SPENDING SENTINIAL	(344.92)	
LINCOLN INVESTMENT	(350.00)	
FIREFIGHTER RELIEF ASSOC	(40.00)	
'MASS TEACHERS' RETIREMENT W/H	1,317,952.09	
'FALLON GROUP	424,270.49	
UNDISTRIBUTED RECEIPT	42,978.80	
Prepaid taxes	145,084.63	
Tailings Payroll	75,990.01	
Tailings Vendor (1)	233,747.51	
Tailings Vendor (4)	9,103.30	2,834,913
Total Liabilities		16,914,736

Fund Balances

<u>Fund Balances:</u>		
Fund Balance Res Encumbrances	7,018,306.79	
Fund Bal Res Expenditures	3,671,756.59	
Fund Bal Res Next year's levy	-	
Res for Encumbrances -0002	-	
Res for Petty cash	3,219.00	
Fund Bal Res for Snow & Ice Deficit	(214,379.00)	
Fund Bal Res continued Appr.	-	
Undesignated Fund Balance	14,607,154.51	
	-	
		25,086,058
Total Liabilities and Fund Equity		25,086,058
		42,000,793

CITY/TOWN OF NATICK, MASSACHUSETTS
Special Revenue Fund Balance Detail
as of June 30, 2020
(Unaudited)

Account Number	Account Name	Fund Balance 6/30/2020	Receipts thru 9/30/2020	BAN's	Remaining Balance 6/30/2020
0012	SCHOOL LUNCH	783,844.03			783,844.03
0101	EASEP PROGRAM ALL	38,657.78			38,657.78
0102	ATHLETIC FUND	2,027.40			2,027.40
0103	BUS TRANSPORTATION	126,784.01			126,784.01
0105	SUMMER SCHOOL	70,541.53			70,541.53
0106	TEXT BOOKS HIGH SCHOOL	19,166.88			19,166.88
0107	RENTAL FACILITIES	1,784.15	-		1,784.15
0108	SCHOOL VANDALISM	4,312.06			4,312.06
0109	SPECIAL EDUCATION-FOREIGN STUDENT	43,324.11			43,324.11
0110	MEDICAID SCHOOL SHARE	25,074.16			25,074.16
0111	AFTER SCHOOL PROGRAM	343,299.99			343,299.99
0113	SUMMER REMEDIAL	(2,473.07)			(2,473.07)
0114	NHS TESTING	36,461.09			36,461.09
0115	CIRCUIT BREAKER	1,920,302.59			1,920,302.59
0116	GUIDANCE/TRANSCRIPT	11,772.44			11,772.44
0118	EARLY CHILDHOOD EXTENDED	34,178.48			34,178.48
0119	PRESCHOOL TUITION	109,848.75	-		109,848.75
0120	NORTH STAR TUITION	111,663.58			111,663.58
0122	WALL OF ACHEIVEMENT	4,623.66			4,623.66
0123	INSTRUMENTAL MUSIC	81,053.12			81,053.12
0124	MINI UNIVERSITY	9,419.46			9,419.46
0126	TEXT BOOKS WILSON MIDDLE	80.95			80.95
0128	TEXT BOOKS LILJA	100.33			100.33
0132	ATHLETIC TRANSPORTATION	252.11			252.11
0133	SCHOOL PROGRAMS	91,401.31			91,401.31
0134	SCHOOL CHOICE REVOLVING	637,035.63			637,035.63
0135	PARENT ADVISORY COUNCIL	3,805.80			3,805.80
0136	TEXTILE RECYCLING	18,209.36			18,209.36
0137	TEAM FUNDED ATHLETICS	15,045.18			15,045.18
0138	HS LAPTOP PROGRAM	3,857.67			3,857.67
0139	NATICK BOKS	30,275.21			30,275.21
0141	HEART RATE FEE WILSON	(1,927.40)			(1,927.40)
0602	NATICK PUBLIC SCHOOLS	2,318.50			2,318.50
0603	BEN-HEM SCHOOL	27,438.95			27,438.95
0604	BROWN SCHOOL	6,786.49			6,786.49
0605	JOHNSON SCHOOL	2,351.61			2,351.61
0606	LILJA SCHOOL	15,332.33			15,332.33
0607	MEMORIAL SCHOOL	9,796.96			9,796.96
0608	KENNEDY MIDDLE SCHOOL	17,773.55			17,773.55
0609	WILSON MIDDLE SCHOOL	29,842.57			29,842.57
0610	HIGH SCHOOL	37,402.76			37,402.76
0611	BUSINESS PROFESSIONALS AMERICA	55.47			55.47
0620	MWHCF HEALTH/FITNESS 19-02	2,885.34			2,885.34
0623	NEF TECHNOLOGY	2,147.67			2,147.67
0625	ANTI BULLYING MIDDLE SCHOOL	2,055.92			2,055.92
0626	VERIZON PEG GRANT	139,793.58			139,793.58
0629	METROWEST HEALTH PEER LEARNING	1,385.98			1,385.98
0631	UNDERAGE DRINKING PREVENTION	1,386.77			1,386.77
0632	WSHG HEALTH & FITNESS	4,821.70			4,821.70
0634	KMS MATH TEAM MATHWORKS	1,498.98			1,498.98
0638	PRESCHOOL	1,059.20			1,059.20
0639	MWHF ASSESSMENT OF MENTAL HEALTH	4,636.33			4,636.33
0642	NEF AWARDS 14/15	2,348.19			2,348.19
0645	FAMILY & FRIENDS OF METCO	15,270.48			15,270.48
0646	NEF AWRADS 15/16	1,009.32			1,009.32
0648	NEF AWARDS 16/17	23,187.57			23,187.57
0649	MWHP DIVERSITY & SUPPORT	2,500.00			2,500.00
0650	INTIGRATED SUMMER PROGRAMS	25,784.52			25,784.52
0651	EVERSOURCE DOANTION	6,970.00			6,970.00
0652	MWHF-GAME CHANGERS	2,000.00			2,000.00
TOTAL SCHOOL OTHER SPECIAL REVENUE		4,963,643.09	-	0.00	4,963,643.09

Account Number	Account Name	Fund Balance 6/30/2020	Receipts thru 9/30/2020	BAN's	Remaining Balance 6/30/2020
1004	METCO	2,326.57			2,326.57
1006	ESSENTIAL HEALTH 2011	(9,950.66)			(9,950.66)
1011	HOMELESS STUDENT TRANSPORTATION	3,956.84			3,956.84
TOTAL SCHOOL STATE GRANTS		(3,667.25)	-	0	(3,667.25)
1501	SPED 94-142	(82,913.29)			(82,913.29)
1505	SPED E.C.	148.69			148.69
1507	TITLE I	(55,224.41)	-		(55,224.41)
1508	TEACHER QUALITY	(56,701.09)			(56,701.09)
1509	TITLE IV PART A	2,630.00	-		2,630.00
1513	TOGETHER 2 SUBSTANCE ABUSE PREVNTN	(2,196.92)			(2,196.92)
1517	TITLE III GRANT	(859.01)	-		(859.01)
1518	SPED PRESCHOOL FY13	0.11			0.11
1519	INFLUENCE 100	2,000.00			2,000.00
1520	ESSER FEDERAL GRANT	27,951.00			27,951.00
TOTAL SCHOOL FEDERAL GRANTS		(165,164.92)	-	0	(165,164.92)
2001	WEIGHTS AND MEASURES	31,571.52			31,571.52
2002	CHPTR 44 53E SURPLUS EQUIP	450,957.70			450,957.70
2005	CHPTR 44 53E LIBRARY MTRL	740.39			740.39
2006	CH 44 53E MORSE EQUIP/MAIN	5,534.05			5,534.05
2007	COA RENTAL	67,366.39			67,366.39
2008	CHPTR 44 53E BOH IMMUNIZATION	50,692.29			50,692.29
2009	CH 44 53E COMM SENIOR CTR PROGRAMS	170,596.53			170,596.53
2010	CH 44 53E TOBACCO CONTROL	46,742.34			46,742.34
2011	CH 44 53E PAY FOR PERFORMANCE	5,023.19			5,023.19
2012	CH 44 53E TAX TITLE REVOLVING	75,071.94			75,071.94
2013	CH 4453E CURBSIDE COMPOSTING	12,582.47			12,582.47
TOTAL APPROPRIATED REVOLVING		916,878.81	-	0	916,878.81
2101	PARKING METER REVENUE	413,370.64			413,370.64
2102	WETLANDS PROTECTION	60,574.27			60,574.27
2103	RDWY MITIGATN N/MALL	17,500.00			17,500.00
2105	SBAB CP 645 SCH BLDG	481,934.39			481,934.39
2106	INSURANCE CLAIMS >20K	160,722.44			160,722.44
2109	PUBLIC SAFETY MALL MITIGATION	188,573.00			188,573.00
2110	BOND PREMIUMS RESERVED	709,467.15			709,467.15
2111	TNC Ride Surcharge	45,370.60			45,370.60
TOTAL RECEIPTS RESERVED		2,077,512.49	-	0	2,077,512.49
2201	RECREATION PROGRAMS	386,275.58			386,275.58
2203	INSURANCE CLAIMS < \$20K	-			0.00
2204	COMPOSTING PROGRAM	32,564.43			32,564.43
2205	NATICK COMMUNITY FARM	(205.40)			(205.40)
2206	CPR/AED FIRE DEPT	(888.78)			(888.78)
2207	MAIN ST SURVEY TM09	1,579.00			1,579.00
2208	>20 K INSURANCE	-			0.00
2301	HENRY WILSON SHOP MAINT.	5,855.84			5,855.84
2302	MEDICAL MARIJUANA	290.00			290.00
2307	COUNCIL ON AGING	41,931.83			41,931.83
2308	AMBULANCE MEMORIAL	1,736.00			1,736.00
2309	BAA MARATHON	211,079.17			211,079.17
2310	YOUTH COORDINATION	1,111.79			1,111.79
2311	COMMISSION ON DISABILITY	1,857.32			1,857.32
2313	MUNICIPAL BLDG INSURANCE	5,609.75			5,609.75
2316	LAW ENFORCEMENT	3,678.07			3,678.07
2319	SHAW PARK RESTORATION	304.68			304.68
2322	POLICE- SHOP LIFTER TRAINING	1,800.00			1,800.00
2323	SUMMER PAGE PROGRAM	(5,396.63)			(5,396.63)
2324	ELDERLY DISABLED TAXATION	20,086.75			20,086.75
2325	MCHCF HEALTH GRANT	1,103.30			1,103.30
2326	PURCHASE STREET TREES	7,616.15			7,616.15
2328	NATICK CULTURAL COUNCIL	1,781.24			1,781.24

Account Number	Account Name	Fund Balance 6/30/2020	Receipts thru 9/30/2020	BAN's	Remaining Balance 6/30/2020
2331	TENET HEALTH CARE PUBLIC SAFETY	1,120.00			1,120.00
2333	MCHCF HEART HEALTHIER NATICK	2,933.51			2,933.51
2334	WM GORDON - CAMP ARROWHEAD	15,000.00			15,000.00
2339	ENVIRONMENTAL TEST STUDY	5,000.00			5,000.00
2341	FIRE DEPT CARBON MONOXIDE	937.26			937.26
2342	MAHB TOBACCO MINI GRANT	315.06			315.06
2345	WSHG WELLNESS PROGRAM	1,832.68			1,832.68
2346	NATICK HISTORICAL COMMISSION	40,275.80			40,275.80
2354	COMMISSION ON DISABILITY FINES	11,406.75			11,406.75
2355	MICHAEL FAMILY DONATION	83.91			83.91
2356	MUNICIPAL AFFORDABLE HOUSING	211,539.73			211,539.73
2357	CITIZENS ENERGY	2,649.73			2,649.73
2360	REPAIRS COMMUNITY WAR MEMORIAL	478.00			478.00
2365	CHC REVERSE 911	3,209.90			3,209.90
2366	IMPROVE GRISTMILL LANE	8,401.37			8,401.37
2367	IMPROVE WESTWOOD ROAD	2,263.10			2,263.10
2368	IMPROVE BUNKER LANE	860.52			860.52
2370	MBTA BUSING	37,883.87			37,883.87
2371	SPEEN ST ROADWAYS	19,681.69			19,681.69
2372	REDMAN DR PUMP STATION	12,000.00			12,000.00
2373	WEST CENTRAL ST	5,705.00			5,705.00
2374	IMPROVE GARDEN ROAD	4,770.00			4,770.00
2375	PLAN BOARD FEE (HOMART)	8,659.80			8,659.80
2376	IMPROVE DRAINAGE H/D	5,000.00			5,000.00
2378	SEWER I/I ASHLAND	144,075.05			144,075.05
2379	LAKESHORE ROAD W. MAIN	20,229.76			20,229.76
2380	SIDEWALK PROJECTS	216,966.05			216,966.05
2381	STILLMAN ST. EXT	1,824.11			1,824.11
2382	CABLE RENEWAL SEC 7.3	3,953.45			3,953.45
2385	COMCAST CABLE FEES SECTION 7.2	261,339.35			261,339.35
2386	RCN CABLE FEES SECTION 7.1	133,673.61			133,673.61
2387	TRANSPORT PRJ/EQP	16,000.00			16,000.00
2388	IMPR DRNGE WILLOW ST	10,000.00			10,000.00
2390	FIRE EMER TRNG/EQ RQST	1,000.00			1,000.00
2392	CABLE 2005 SECTION 7.1	160,000.00			160,000.00
2393	SENIOR CENTER GIFT FUND	8,314.47			8,314.47
2396	TITLE V SEPTIC TANKS	189,373.03			189,373.03
2399	POLICE GIFT FUND	17,398.10			17,398.10
2404	COMCAST ONE TIME CABLE PAYMENT	7,000.00			7,000.00
2405	POLICE AUXILLIARY TRAINING/MORSE	4,812.00			4,812.00
2407	MWHF EXERCISE EQUIPMENT	44,588.25			44,588.25
2408	COMCAST CABLE 7.1	233,244.82			233,244.82
2409	MWHF EXERCISE EQ.	5,303.96			5,303.96
2411	BOND DEFAULT; 33 GLEN;WATER	44,575.00			44,575.00
2412	BOND DEFAULT; WALNUT HILL	10,697.67			10,697.67
2413	CONSERVATION TRAILS MAINTENANCE	31,072.73			31,072.73
2415	MATHWORKS MITIGATION; APPLE HILL	35,798.24			35,798.24
2416	SENIOR CITIZENS BUILDING	17,070.60			17,070.60
2417	COGNEX GIFT - JAWS OF LIFE	10,213.00			10,213.00
2418	NATICK HIGH SCHOOL CPR/AED TRAINING	2,714.00			2,714.00
2420	NEXT STEP LIVING	11,000.00			11,000.00
2421	MWHF REGIONAL TOBACCO CONTROL	5,476.31			5,476.31
2423	FIRE FITNESS CENTER	700.68			700.68
2424	NATICK COMMUNITY ORGANIC FARM	18,056.62			18,056.62
2426	WSHG WELLNESS PROGRAM	(2,814.85)			(2,814.85)
2427	MWRTA TRANSPORTATION	10,950.54			10,950.54
2428	FEDEX MARIOTT SIDEWALK	82,500.00			82,500.00
2430	DRUG PROGRAM PURCHASES	933.36			933.36
2434	MATHWORKS CHILD ID PROGRAM	177.37			177.37
2435	NATICK DOG PARK	48,500.00			48,500.00
2440	PARKING CONSTRUCTION MITIGATION	20,000.00			20,000.00
2441	CASH- BOH HEALTH/WEELNESS	8,039.64			8,039.64
2443	CASH- BOH DONATION-OPIOD	7,951.23			7,951.23
2444	POLICE-PHRMA DONATION	9,095.80			9,095.80
2446	MWHF-COA NTK CONVSATION#P425	49,277.29			49,277.29
2447	COVID	(229,694.24)			(229,694.24)
TOTAL OTHER SPECIAL REVENUE		2,793,164.77	-	0	2,793,164.77

Account Number	Account Name	Fund Balance 6/30/2020	Receipts thru 9/30/2020	BAN's	Remaining Balance 6/30/2020
3000	MASS CULTURAL ARTS	7,468.98			7,468.98
3001	ELDER AFFAIRS	(1,671.51)			(1,671.51)
3002	MORSE LIBRARY	78,446.83			78,446.83
3003	BACON FREE LIBRARY	6,174.98			6,174.98
3005	STATE EXTENDED VOTE	35,514.38			35,514.38
3006	TOBACCO CONTROL PROGRAM	3,878.08			3,878.08
3012	FISKE POND CLEAN UP	5,120.02			5,120.02
3013	HISTORIC LANDSCAPE	9,509.93			9,509.93
3019	WTE GRANT 2005	10,763.78			10,763.78
3020	VETS ORAL HISTORY ML	12,305.47			12,305.47
3025	GHSB CHLD PASS SFTY	1,420.98			1,420.98
3027	LIBRARY PURPOSEFUL PLAY/MIND	6.54			6.54
3037	FORMULA GRANT ELDER FY10	5,613.45			5,613.45
3044	TRAFFIC ENFORCEMENT	(497.64)			(497.64)
3052	LITERACY PROGRAM	(3,829.68)			(3,829.68)
3053	FIRE MDU PROGRAM	2,000.00			2,000.00
3060	BULLET PROOF VEST	(15,922.76)	-		(15,922.76)
3064	MASS DECONTAMINATION TRAINING	1,352.76			1,352.76
3101	MCC NATICK CTR CULTURAL	5,000.00			5,000.00
3102	MASS DEP RECYCLING DIVENDS PROGRAM	77,045.83			77,045.83
3103	FIRE S.A.F.E. GRANT FY16	(122.16)			(122.16)
3104	FIRE TABLE TOP EXERCISE	5,169.78			5,169.78
3109	MASS DEP CURSIDE CARTS-PILOT	(1,920.00)			(1,920.00)
3111	MUNICIPAL ENERGY TECH ASSISTANCE	967.50			967.50
3115	GREEN COMMUNITIES FY 17	895.09			895.09
3118	EMPG POLICE	(372.75)			(372.75)
3119	FIRE SAFE GRANT	7,985.85			7,985.85
3121	E911 TRAINING AND EMD	(28,503.08)			(28,503.08)
3122	GREEN COMMUNITIES	10,399.95			10,399.95
3124	DPW-SAFETY TRAINING	1,302.00			1,302.00
3125	EMD GRANT	(5,230.00)			(5,230.00)
3126	POLICE SAFETY TRAINING	(946.17)			(946.17)
3128	CASH-WATER CONSERVATION	(319.75)			(319.75)
3129	CASH-TREE PLANTING PLAN	(640.00)			(640.00)
3130	CASH-POLICE PEDE/BIKE SAFETY E	13.07			13.07
3131	CASH-DMH JAIL DIVERSION PRG	(14,284.25)			(14,284.25)
3132	OPIOD TASK FORCE	16,887.33			16,887.33
3134	CASH -CCAMP ARROWHEAD GRNT	-			0.00
3135	CASH-LIBRARY VET.HERITAGE GRAN	(12,500.00)			(12,500.00)
3400	MCHF SAFE STEPS	1,731.80			1,731.80
TOTAL TOWN STATE GRANTS		220,214.63	-		220,214.63
3601	DELINQUENCY PREVENTION	3,910.95			3,910.95
3612	FED EQUITY SHARING-TRESURY	2,201.15			2,201.15
3613	FED EQUITABLE SHARING	207,711.71			207,711.71
3614	FED DRUG FORFITURE FUNDS	(7,738.41)			(7,738.41)
3617	NATICK MALL FUNC EXERCISE	1,304.85			1,304.85
3618	NATICK TOGETHER YSMPI	97,086.80			97,086.80
TOTAL TOWN FEDERAL GRANTS		304,477.05			304,477.05
TOTAL ALL SPECIAL REVENUE FUNDS		11,107,058.67	-		11,107,058.67

CITY/TOWN OF NATICK, MASSACHUSETTS
Capital Project Fund Balance Detail
as of June 30, 2020
(Unaudited)

Account Number	Account Name	Cash 6/30/2020	Fund Balance 6/30/2020	Receipts thru 9/30/2020	BAN's	Remaining Balance 6/30/2020
3501	Ch 90	(260,967.52)	(260,967.52)			(260,967.52)
	Total Ch 90	(260,967.52)	(260,967.52)	-		(260,967.52)
5001	Cap Eqpmt '11	116,795.83	116,795.83			116,795.83
5002	Ben-Hem Sch	18,840.06	18,840.06			18,840.06
5004	Computer Eqpmt	9,019.77	9,019.77			9,019.77
5005	I/Net Eqpmt	8,316.22	8,316.22			8,316.22
5007	Curb Boden Lane	16,000.00	16,000.00			16,000.00
5010	Wilson/Kennedy	15,359.00	15,359.00			15,359.00
5012	Closed Projects	30,488.43	30,488.43			30,488.43
5016	Pegan/Cove Lake	13,196.51	13,196.51			13,196.51
5017	Brown School	47,441.31	47,441.31			47,441.31
5022	Cap Improvement	409,848.83	409,848.83			409,848.83
5031	HS Construction	220,593.19	220,593.19			220,593.19
5034	Fire Ground Repeater	15,386.10	15,386.10			15,386.10
5037	Landfill; GF & Golf	11,118.44	11,118.44			11,118.44
5038	Sewer I/I - Various	41,415.45	41,415.45			41,415.45
5045	FY12 Cap Eqpmt	194,013.94	194,013.94			194,013.94
5047	FY13 Cap Improvement	16,825.00	16,825.00			16,825.00
5051	Capital Improvements FY13	83,647.27	83,647.27			83,647.27
5054	FY14 Capital Improvemnts; Spg '13	106,367.81	106,367.81			106,367.81
5055	FY14 Cap Equipmt-Fall 13	16,397.30	16,397.30			16,397.30
5057	FATM 13	30,000.00	30,000.00			30,000.00
5059	FY15 Capital Improvement-Spg '14	285,000.00	285,000.00			285,000.00
5061	FY15 Capital Equipment-Fall'14	691.28	691.28			691.28
5062	FY15 Capital Improvement-Fall '14	75,972.76	75,972.76			75,972.76
5064	FY16 Capital Improvement-Spg '15	19,544.89	19,544.89			19,544.89
5066	Lilja Roof-Fall 2015 Art 10	118,978.11	118,978.11			118,978.11
5071	Spring 2016 Equipments	138,844.55	138,844.55			138,844.55
5073	CAP IMP FY 17 15B1 SPG 16	158,249.80	158,249.80			158,249.80
5074	A 15B2 SPG 16	34,847.30	34,847.30			34,847.30
5075	A 15E SPG 16	175,385.17	175,385.17			175,385.17
5078	CAP IMPR 10b FTM 16	107,480.81	107,480.81			107,480.81
5080	FT 18 Capital Improvements	533,654.34	533,654.34			533,654.34
5081	LILJA CLASSROOM 13C SPG 17	122,635.89	122,635.89			122,635.89
'5082	'FALL 2017 CAPITAL IMPROVEMENTS	51,438.35	51,438.35		-	51,438.35
'5084	'NEW KENNEDY MIDDLE SCHOOL	29,550,173.30	29,550,173.30			29,550,173.30
'5085	'SPRING 2018 PROJECTS	2,884,756.11	2,884,756.11		-	2,884,756.11
5087	New W. Natick Fire Station	10,926,517.19	10,926,517.19			10,926,517.19
5088	Rt. 27 N. Main Development	203,611.47	203,611.47			203,611.47
5089	Spring 2019 Town Meeting	750,000.00	750,000.00			750,000.00
5090	2019 Fall Town Metting	5,104,354.52	5,104,354.52			5,104,354.52
TOTAL GEN. GOV'T CP FUNDS		<u>52,663,206.30</u>	<u>52,663,206.30</u>	<u>0.00</u>	<u>0.00</u>	<u>52,663,206.30</u>

CITY/TOWN OF _____ NATICK _____, MASSACHUSETTS
Capital Project Fund Balance Detail
as of June 30, 2020
(Unaudited)

Account Number	Account Name	Cash 6/30/2020	Fund Balance 6/30/2020	Receipts thru 9/30/2020	BAN's	Remaining Balance 6/30/2020
6010	Golf Carts	953.54	953.54			953.54
6012	FY14 Pave Golf Paths	-	-			0.00
6015	FY16 Greens Aerator	159.59	159.59			159.59
6017	'GOLF CART FLEET ART 12E SPG 17	10,005.68	10,005.68			10,005.68
6018	SPRING 2018 TOWN MEETING	2,126.14	2,126.14			2,126.14
	TOTAL GOLF ENTERPRISE CP	<u>13,244.95</u>	<u>13,244.95</u>	<u>0</u>	<u>0</u>	<u>13,244.95</u>
'6531	'CAPITAL IMP ARTICLE 13 4,13,14	128,847.81	128,847.81			128,847.81
'6535	'W/S CAPITAL ARTICLES FY10	-	-			0.00
'6536	'ART 16C FY13 CAP IMPRVMNTS	32,532.42	32,532.42			32,532.42
'6538	'CAP IMP FY14 ART 14C 16-22	25,483.59	25,483.59			25,483.59
'6539	'SWR MAIN RELINE FY14 ART 14D	3,019.55	3,019.55			3,019.55
'6540	'MWRA SEWER REHAB FY14 ART14E	224,625.83	224,625.83			224,625.83
'6542	'CAP IMP FY14 ART 19C FTM '13	-	-			0.00
'6543	'CAP IMP WS FY15 ART 36C SPG 14	8,000.53	8,000.53			8,000.53
'6544	'W/S CAP IMPVMT ART 33C FTM 14	7,419.56	7,419.56		-	7,419.56
'6545	'W/S CAP EQP ART 21C SPG 15	64,202.66	64,202.66			64,202.66
'6546	'SWR I&I-14D STM'13 & 33 FTM'14	300,000.00	300,000.00			300,000.00
'6548	'WTR DISTRBTN ART 10H FTM '15	-	-			0.00
'6549	'CAP EQP WS FY17 ART 14C SPG 16	119,236.22	119,236.22			119,236.22
'6550	'CAP IMP FY17 WS ART 15C SPG 16	13,403.88	13,403.88			13,403.88
'6551	'FY17 CAP IMPRVMNT 10C FATM 16	19,556.37	19,556.37			19,556.37
'6552	'FY18 CAP EQPMT ART 12 C SPG 17	87,425.09	87,425.09			87,425.09
'6553	'FY18 WS CAP IMP ART 13D SPG 17	1,501,178.75	1,501,178.75			1,501,178.75
'6554	'FALL 2017 CAPITAL IMPROVEMENTS	300,137.46	300,137.46		-	300,137.46
'6555	'SPRING 2018 WATER PROJECTS	2,922,457.37	2,922,457.37		-	2,922,457.37
6556	FALL 2018 WATER PROJECTS	(40,988.28)	(40,988.28)			(40,988.28)
6557	SPRING 2019 WATER PROJECTS	1,202,932.53	1,202,932.53		-	1,202,932.53
6559	FALL 2019 WATER PROJECTS	1,392,774.29	1,392,774.29			1,392,774.29
	TOTAL WATER/SEWER CP FDS	<u>8,312,245.63</u>	<u>8,312,245.63</u>	<u>0</u>	<u>-</u>	<u>8,312,245.63</u>
	TOTAL ALL CAPITAL PROJECTS	<u>60,727,729.36</u>	<u>60,727,729.36</u>	<u>0.00</u>	<u>-</u>	<u>60,727,729.36</u>

0
Combining Balance Sheet - Enterprise Funds
as of June 30, 2020
(Unaudited)

	Golf Course Enterprise Fund	Water/sewer Enterprise Fund	(Memorandum Only)
<u>ASSETS</u>			
Cash and cash equivalents	139,179.44	2,765,741.35	2,904,920.79
Petty Cash	200.00		200.00
Receivables:			
Special assessments		2,844.94	2,844.94
Tax liens		389,091.85	389,091.85
Utility Charges		1,698,327.96	1,698,327.96
Departmental		-	-
Other receivables			-
Unapportioned Betterment		817,538.72	817,538.72
Due from other governments			-
Prepays			-
Inventory			-
Fixed assets, net of accumulated depreciation			-
Amounts to be provided - payment of bonds			-
Amounts to be provided - vacation and sick leave			-
Total Assets	<u>139,379.44</u>	<u>5,673,544.82</u>	<u>5,812,924.26</u>
<u>LIABILITIES AND FUND EQUITY</u>			
Liabilities:			
Deferred revenue			-
Special assessments		2,844.94	2,844.94
Tax liens		389,091.85	389,091.85
Utility Charges		1,698,327.96	1,698,327.96
Unapportioned Betterment		817,538.72	817,538.72
Accounts payable			-
Warrants payable			-
Accrued payroll and withholdings			-
Other liabilities			-
Bonds payable			-
Notes payable			-
Vacation and sick leave liability			-
Total Liabilities	<u>-</u>	<u>2,907,803.47</u>	<u>2,907,803.47</u>
Fund Equity:			
Reserved for encumbrances	11,991.17	167,040.18	179,031.35
Reserved for expenditures		-	-
Reserved for continuing appropriations	26,087.95	1,298,143.18	1,324,231.13
Reserved for appropriation deficit			-
Reserved for debt Service			-
Reserved for Petty cash	200.00		200.00
Undesignated fund balance	101,100.32	1,300,557.99	1,401,658.31
Unreserved retained earnings			-
Investment in capital assets			-
Total Fund Equity	<u>139,379.44</u>	<u>2,765,741.35</u>	<u>2,905,120.79</u>
Total Liabilities and Fund Equity	<u>139,379.44</u>	<u>5,673,544.82</u>	<u>5,812,924.26</u>

CITY/TOWN OF NATICK, MASSACHUSETTS
Non-Expendable Trust Fund Balance Detail
as of June 30, 2020
(Unaudited)

Account Number	Account Name	Fund Balance 6/30/2020	Receipts thru 9/30/2020	BAN's	Remaining Balance 6/30/2020
<u>Fund #</u>					
7000	Capital Stabilization Fund	5,051,049.89			5,051,049.89
7001	Stabilization Fund	5,215,392.11			5,215,392.11
7002	OPEB Trust Fund	4,452,062.45			4,452,062.45
7003	Operation Stabilization Fund	4,140,404.16			4,140,404.16
7004	FAR Stabilization Trust Fund	2,692,655.06			2,692,655.06
7005	Inflow & Infiltration Stabilization	767,486.37			767,486.37
7010	One to One Technolgy Stabilization	7,216.33			7,216.33
TOTAL STABILIZATION FUNDS		22,326,266.37	0.00	0.00	22,326,266.37
0.00					
7208	Walcott Fund	90,702.11			90,702.11
7209	Cemetery A. Bigelow	114.57			114.57
7210	Cemetery G. Beckman	722.05			722.05
7211	Cemetery T. Smith	92.03			92.03
7212	Cemetery Wm Crosby	921.49			921.49
7213	Cemetery G. Cobb	114.57			114.57
7214	Cemetery E Bigelow	121.02			121.02
7215	Cemetery Collins Morse	10,361.40			10,361.40
7216	Cemetery CPT Wm Stone	3,097.75			3,097.75
7217	Cemetery Nagle Fox	230.06			230.06
7218	Cemetery Henry Wilson	25,835.74			25,835.74
7219	Kennedy Trust Fund	182,887.41			182,887.41
7222	Conservation Commission	97,100.23			97,100.23
7223	George Rogers Trust	424.08			424.08
7224	Sally Spaulding Welfare Trust	2,331.47			2,331.47
7225	Maria Hayes Town House	69,102.03			69,102.03
7226	Maria Hayes Welfare	2,332.37			2,332.37
7230	Kathleen McDaniel Trust	226,822.69			226,822.69
TOTAL TRUST FUNDS		713,313.07	0.00	0.00	713,313.07
7601	Gerald Ash Scholarship	1,153.74			1,153.74
7602	Math Works Scholarship	67,852.94			67,852.94
7603	HS Miscellaneous Scholarships	48,638.61			48,638.61
7604	Allen R. Loane Memorial Schlrshp	2,842.92			2,842.92
7605	Alfred Murray Memorial Schlrshp	35.64			35.64
7606	Genevieve Rich Memorial Schlrshp	32,100.78			32,100.78
7607	Tartikoff Scholarship	19,358.59			19,358.59
7608	Edith Nutt Scholarship	104,368.09			104,368.09
7609	McKenna-Alderman Scholarship	24,208.83			24,208.83
7610	Barker Memorial Scholarship	18,437.60			18,437.60
7611	Christopher Ladd Scholarship	5,554.66			5,554.66
7612	Silvano Memorial Scholarship	508.08			508.08
7613	Teddy Sullivan Scholarship	5,316.41			5,316.41
7614	Freddy Greene Scholarship	2,843.57			2,843.57
7615	Kane-Pierce Scholarship	4,393.13			4,393.13
7616	Lebowitz Scholarship	360.00			360.00
7617	Francheschi Scholarship	757.10			757.10
7618	Anthony Damplo Scholarship	5,679.74			5,679.74
7619	Dorothy Green Scholarship	2,367.47			2,367.47
7620	Kevin F. Lynch Scholarship	13,798.65			13,798.65
7621	Maguerite Rafferty Scholarship	25,070.40			25,070.40
7622	L. Palotta Memorial Scholarship	87.89			87.89
7623	George Hanna Memorial Schorlshp	92.97			92.97
7624	Leonard Hanna Scholarship	81,657.43			81,657.43
7625	Irene Pierson Scholarship	40,000.00			40,000.00
TOTAL SCHOLARSHIP FUNDS		507,485.24	0	0	507,485.24
TOTAL ALL TRUST FUNDS		23,547,064.68	0.00	0.00	23,547,064.68

CITY/TOWN OF _____ NATICK, MASSACHUSETTS

Agency Fund Balance Detail

as of June 30, 2020

(Unaudited)

Account Number	Account Name	Fund Balance 6/30/2020	Receipts thru 9/30/2020	BAN's	Remaining Balance 6/30/2020
'8101	'FIREARMS D/STATE	870.70			870.70
'8102	'COPY CENTER CHARGES	1,007.04			1,007.04
'8103	'MISC CASH CHARGES	-3,736.39			(3,736.39)
'8104	'DEPOSIT ON BIDS	5,393.10			5,393.10
'8105	'GUARANTEED BND	15,400.00			15,400.00
'8108	'BLUE CROSS EMPLEE	15,765.33			15,765.33
'8109	'POLICE S/DUTY	-267,803.11			(267,803.11)
'8110	'FIRE S/DUTY	-44,766.50			(44,766.50)
'8112	'TAX FORECLOSURE	6,275.00			6,275.00
'8114	'DISABILITY INS REFN	306.60			306.60
'8115	'ANNUITY REFUND	441.01			441.01
'8117	'ENG SITE REVIEW	191.14			191.14
'8118	'PLAN/CONTINENTAL	154.47			154.47
'8121	'PLAN FOREIGN MOTORS	75.00			75.00
'8127	'PLAN/LND TAKING	1,912.21			1,912.21
'8130	'PLAN/SPLEEN/RTE 30	122.16			122.16
'8131	'LMMWC PARAMEDIC	455.86			455.86
'8132	'MWRA LEACH LN	4,211.38			4,211.38
'8133	'CABLE/HOME DEPOT	53.00			53.00
'8134	'CABLE/FROST & WIN	450.00			450.00
'8135	'CABLE/MCI METRO	362.50			362.50
'8149	'PLAN/910 WORCESTER ST	500.00			500.00
'8152	'PLAN/323 SPEEN ST	4,449.02			4,449.02
'8153	'PLAN/TRAFFIC IMP	20.76			20.76
'8154	'P/FEE SPRINT	1,192.00			1,192.00
'8155	'PLAN/BOSTON SCIENCE	10,000.00			10,000.00
'8156	'DPTY COLOR FEES	462.68			462.68
'8158	'PLAN/FEE SUNOCO	375.00			375.00
'8160	'FAMILY NETWORK	72.76			72.76
'8162	'CON OXBOW HUGES REVIEW	-			- 0.00
'8163	'PLAN/WSHNG AV/RTE 135	773.76			773.76
'8166	'CROSSROADS FOUNDATION	0.54			0.54
'8167	'WIRELESS COMM STUDY	20,132.00			20,132.00
'8168	'PLAN/ SO NAT HLS	179,034.66			179,034.66
'8171	'LAND DISTURBANCE FEE	101,179.06			101,179.06
'8173	'VERIZON PEG	669,065.21			669,065.21
'8174	'WATER TOWER HOOK UP	12,414.77			12,414.77
'8175	'BACON FREE RENOVATIONS	75.00			75.00
'8176	'COMM TOWER 75 ROCK	18,242.47			18,242.47
'8178	'COG HOME	18,515.00			18,515.00
'8179	'MALL LANDSCAPE ARCH	5,000.00			5,000.00
'8180	'GLENWOOD UG UTILITIES	20,000.00			20,000.00
'8182	'PAPERBOARD PEER REVIEW	1.52			1.52
'8183	'CONSCOM PEER REVIEW	634.20			634.20
'8184	'BRIDGE LOAN FY11	200.00			200.00
'8185	'AGENCY - FIRE INSPECTIONS	3,800.00			3,800.00
'8186	'42 LEACH LANE PLANNING #17-09	30,000.00			30,000.00
'8187	'PLANG HUNTER HILL PEER REVIEV	23.38			23.38
'8189	'CREDIT UNION REFUND	95.55			95.55
'8191	'CHRYLSER ROAD 40 B PROJECT	1,106,518.05			1,106,518.05

CITY/TOWN OF _____ NATICK __, MASSACHUSETTS
Agency Fund Balance Detail
as of June 30, 2020
(Unaudited)

Account Number	Account Name	Fund Balance 6/30/2020	Receipts thru 9/30/2020	BAN's	Remaining Balance 6/30/2020
'8197	'COFFEE FUND TOWN HALL	(95.37)			(95.37)
'8199	'TOWN CAFE	72.10			72.10
'8201	'CREDIT CRD DEPOSITS-COA/POLIC	15.95			15.95
'8207	'FEDEX LANDSCAPING BOND	25,400.00			25,400.00
'8210	'ZBA PEER REVIEW-CLOVERLEF WE	1,923.26			1,923.26
'8212	'OXBOW PEER REVIEW TECH CIRCI	902.45			902.45
'8215	'PEER REVIEW MCHUGH FARM	886.63			886.63
'8216	'BOND-LOT 5,6,7 WELLESLEY RD	6,000.00			6,000.00
'8220	'STREET OPENING DEPOSITS	285,000.00			285,000.00
Total Agency funds		2,260,022.91	0.00	0.00	2,260,022.91
Student Activity					
8900	BENNETT HEMENWAY SCHOOL	-			-
8901	BROWN SCHOOL	(3,854.08)			(3,854.08)
8902	JOHNSON SCHOOL	-			-
8903	LILJA SCHOOL	0.11			0.11
8905	KENNEDY SCHOOL	95,576.20			95,576.20
8906	WILSON MIDDLE SCHOOL	54,026.28			54,026.28
8907	HIGH SCHOOL	271,003.17			271,003.17
8950	NATICK RETIREMENT BOARD	(7,669.71)			(7,669.71)
TOTAL STUDENT ACTIVITY		409,081.97	-	-	409,081.97
TOTAL ALL AGENCY FUNDS		2,669,104.88	-	-	2,669,104.88

Town of Natick

Revenue
FY 2020

ACCOUNT	ACCOUNT DESCRIPTION	BUDGET	ACTUAL	REMAINING
Property Tax				
4110	PERSONAL PROPERTY TAX	2,169,491.98	2,146,201.07	(23,290.91)
4120	REAL ESTATE TAX	119,393,093.49	117,845,177.06	(1,547,916.43)
	Total Taxes	121,562,585.47	119,991,378.13	(1,571,207.34)
State Receipts				
4610	STATE REIMB FOR LOSS OF T	0.00	134,768.00	134,768.00
4620	STATE - EDUCATION	10,160,322.00	10,141,006.00	(19,316.00)
4660	STATE - GENERAL	4,419,185.00	4,225,949.00	(193,236.00)
	Total Cherry sheet	14,579,507.00	14,501,723.00	(77,784.00)
Local Receipts				
4150	MOTOR VEHICLE EXCISE TAX	5,690,000.00	5,428,831.26	(261,168.74)
4160	BOAT EXCISE TAX	3,000.00	3,247.50	247.50
4170	PEN & INT ON TAXES	330,350.00	298,124.97	(32,225.03)
4180	PAYMENT IN LIEU OF TAX	35,950.00	39,555.03	3,605.03
4190	OTHER TAXES-Meals	1,020,000.00	898,833.06	(121,166.94)
	OTHER TAXES-Room	1,490,000.00	1,183,138.39	(306,861.61)
4220	SUPPLEMENT TAXES	940,000.00	836,596.26	(103,403.74)
4250	DPW NON UTILITY USAGE CHG	115,000.00	84,519.84	(30,480.16)
4320	DEPARTMENTAL FEES	3,030,000.00	2,890,389.33	(139,610.67)
4360	POLICE RENTALS	51,000.00	101,342.42	50,342.42
4370	OTHER DEPT REVENUE	2,190,195.00	1,863,758.27	(326,436.73)
4457	LICENSE & PERMITS	934,945.00	858,810.25	(76,134.75)
4770	FINES AND FORFIETS	100,600.00	163,597.99	62,997.99
4800	MISC - FEMA REIMB.		382,833.95	382,833.95
4810	SALE OF INVENTORY	0.00	115.00	115.00
4820	INVESTMENT INCOME	1,170,000.00	1,756,599.39	586,599.39
4680	MEDICAID Revenue	100,000.00	100,000.00	-
4845	MISC NON -REC (PENS COLA)	0.00	86,031.12	86,031.12
	Total Local Receipts	17,201,040.00	16,976,324.03	(224,715.97)
Non-Budget Revenue				
4140	TAX TITLE	0.00	88,679.96	88,679.96
	Indirects	2,585,229.96	2,585,229.96	-
	Total Non Budgeted Revenue	2,585,229.96	2,673,909.92	88,679.96
Totals		155,928,362.43	154,143,335.08	(1,873,707.31)

Property Taxes	121,562,585.47	119,991,378.13	0.78
State Revenue	14,579,507.00	14,501,723.00	0.09
Local Receipts	17,201,040.00	16,976,324.03	0.11
Non-Budget Revenue	0.00	2,673,909.92	0.02
Total	153,343,132.47	154,143,335.08	1.00



Town of Natick
Budget to Actual Expenses
FY 2020

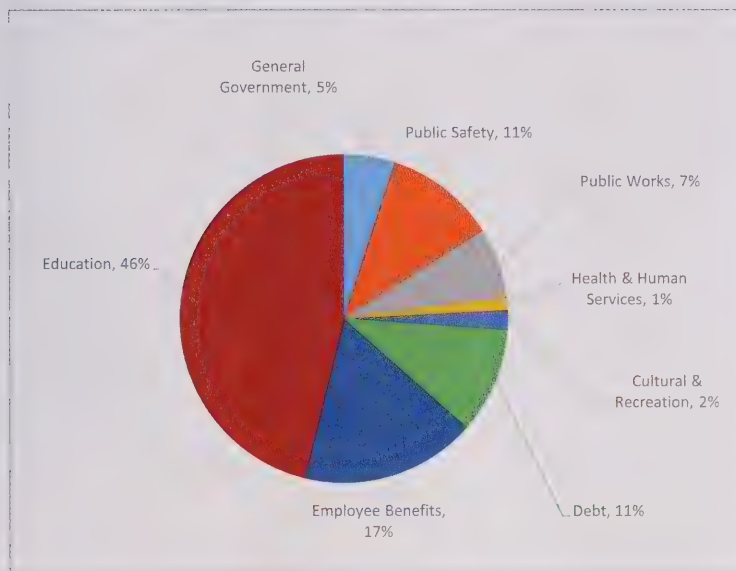
DEPT	ACCOUNT DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS/ADJUSTMENTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET
115	PRINTING TOWN REPORT	4,100	0	4,100	0.00	4,100.00	0
117	INSURANCE PROPERTY/LIABILITY	807,150	40,000	847,150	801,929.51	7,631.85	37,589
123	BD SELECTMEN/TN ADMINISTRATIVE	2,544,357	-129,631	2,414,726	1,326,278.84	406,000.00	682,447
131	FINANCE COMMITTEE	37,800	0	37,800	9,527.14	0.00	28,273
132	RESERVE FUND	250,000	0	250,000	0.00	0.00	250,000
134	COMPTROLLER	406,078	10,077	416,155	392,788.98	400.00	22,966
135	FINANCE DEPARTMENT	92,416	19,570	111,986	110,347.71	0.00	1,638
141	ASSESSORS	477,651	0	477,651	375,710.51	68,080.00	33,860
145	TREASURER	606,053	-19,570	586,483	439,250.43	4,374.50	142,858
151	LEGAL SERVICES - TOWN COUNSEL	512,100	0	512,100	317,283.91	54,845.03	139,971
152	PERSONNEL BOARD	1,000	0	1,000	0.00	0.00	1,000
155	INFORMATION SYSTEMS	1,439,138	25,000	1,464,138	1,276,454.21	60,452.09	127,232
161	TOWN CLERK	322,148	3,187	325,335	298,562.78	11,442.00	15,330
162	BOARD OF REGISTRARS	110,500	0	110,500	81,134.57	1,820.00	27,545
180	COMMUNITY DEVELOPMENT	960,318	3,138	963,456	932,086.37	1,108.48	30,261
185	Affordable Housing Trust	80,000	0	80,000	80,000.00	0.00	0
192	PUBLIC BLDGS PROP MAINT	1,505,038	0	1,505,038	1,149,367.98	149,340.88	206,329
General Government		10,155,847.00	-48,229.00	10,107,618.00	7,590,722.94	769,594.83	1,747,300.23
210	POLICE DEPARTMENT	7,441,193	374,554	7,815,747	7,022,840.72	23,863.27	769,043
220	FIRE DEPARTMENT	8,884,446	593,150	9,477,596	9,251,783.06	3,616.49	222,196
244	WEIGHTS/MEASURES	31,390	700	32,090	31,960.59	0.00	129
246	PARKING ENFORCEMENT	203,977	15,000	218,977	184,707.31	500.00	33,770
251	NATICK EMERGENCY MANAGEMENT	39,100	0	39,100	24,789.21	0.00	14,311
Public Safety		16,600,106.00	983,404.00	17,583,510.00	16,516,080.89	27,979.76	1,039,449.35
410	PUBLIC WORKS ENGINEERING	626,700	9,169	635,869	516,870.26	32,240.00	86,759
420	PUBLIC WORKS - ADMIN	418,294	4,201	422,495	383,475.32	14,072.50	24,947
423	SNOW & ICE	550,000	0	550,000	764,378.62	0.00	-214,379
426	PUBLIC WORKS EQUIP MAINT	1,042,102	8,176	1,050,278	1,221,901.21	2,203.87	-173,827
427	PUBLIC WORKS LFNR	1,099,872	3,397	1,103,269	1,114,269.08	2,600.00	-13,600
429	PUB WKS HWY MAINT/SANT/REC	3,616,621	29,658	3,646,279	3,245,280.09	39,938.30	361,061
450	FACILITIES MANAGEMENT	3,426,619	63,382	3,490,001	3,089,922.10	9,418.17	390,661
Public Works		10,780,208.00	117,983.00	10,898,191.00	10,336,096.68	100,472.84	461,621.48
512	BOARD OF HEALTH	670,583	3,671	674,254	635,199.30	327.45	38,727
520	HUMAN SERVICES	140,880	2,200	143,080	137,436.01	0.00	5,644
540	COMMUNITY SERVICES ADMIN	281,113	75,174	356,287	164,492.65	3,450.00	188,344
541	COUNCIL ON AGING	374,926	6,500	381,426	366,523.28	0.00	14,903
543	VETERANS SERVICES	474,335	3,700	478,035	309,466.17	12,346.35	156,222
545	COMM ORGANIC FARM	179,067	3,850	182,917	182,887.70	0.00	29
549	COMMISSION ON DISABILITY	750	0	750	198.93	0.00	551
Health & Human Services		2,121,654.00	95,095.00	2,216,749.00	1,796,204.04	16,123.80	404,421.16
610	MORSE INSTITUTE LIBRARY	2,275,499	82,052	2,357,551	2,321,950.16	0.00	35,601
615	BACON FREE LIBRARY	190,792	0	190,792	136,208.79	0.00	54,583
630	RECREATIONS AND PARKS	490,571	7,050	497,621	462,979.02	18,380.77	16,261
690	ARTS COUNCIL	700	0	700	235.17	0.00	465
691	HISTORIC COMMISSION	750	0	750	0.00	0.00	750
692	HISTORIC DISTRICT COMMISSION	550	0	550	384.36	0.00	166
Cultural & Recreation		2,958,862.00	89,102.00	3,047,964.00	2,921,757.50	18,380.77	107,825.73
710	INTEREST AND MATURING DEBT	16,260,482	0	16,260,482	15,545,048.52	0.00	715,433
Debt		16,260,482.00	0.00	16,260,482.00	15,545,048.52	0.00	715,433.48
910	OTHER EMPLOYEE BENEFITS	16,743,421	0	16,743,421	15,923,750.25	260,926.82	558,744
911	RETIREMENT BOARD	10,050,826	0	10,050,826	10,050,826.00	0.00	0
912	NON-CONTRIBUTORY PENSIONS	19,726	0	19,726	19,481.28	0.00	245
Employee Benefits		26,813,973.00	0.00	26,813,973.00	25,994,057.53	260,926.82	558,988.65
Town departments Total		85,691,132.00	1,237,355.00	86,928,487.00	80,699,968.10	1,193,478.82	5,035,040.08
300	ADMINISTRATION	10,628,958	0	10,628,958	8,696,922.34	5,863.77	1,926,172
310	REGULAR EDUCATION	35,620,871	0	35,620,871	35,724,451.08	59,294.05	-162,874
313	IT	2,590,995	0	2,590,995	2,603,653.24	71,727.42	-84,386
315	Facilities - Schools	2,004,267	0	2,004,267	1,614,048.20	152,224.49	237,994
320	SPECIAL EDUCATION	16,327,546	0	16,327,546	17,741,965.20	241,567.93	-1,655,988
330	ENGLISH LANGUAGE LEARNERS	484,255	0	484,255	516,631.26	0.00	-32,376
350	School 504 MED/TH	99,000	0	99,000	1,140.00	0.00	97,860
360	PRESCHOOL	813,902	0	813,902	812,132.50	0.00	1,769
370	NORTHSTAR	501,041	0	501,041	493,398.15	0.00	7,643
380	OTHER	154,470	0	154,470	235,155.40	0.00	-80,685
390	TECHNOLOGY	549,926	0	549,926	548,520.23	0.00	1,406
Education		69,775,231.00	0.00	69,775,231.00	68,988,017.60	530,677.66	256,535.74
Town Total		155,466,363.00	1,237,355.00	156,703,718.00	149,687,985.70	1,724,156.48	5,291,575.82

Town of Natick
Budget to Actual Expenses
FY 2020

General Government
Public Safety
Public Works
Health & Human Services
Cultural & Recreation
Debt
Employee Benefits
Education

5.1%
11.0%
6.9%
1.2%
2.0%
10.4%
17.4%
46.1%

FY 2020 Expenditures



**TOWN OF NATICK
CALENDAR YEAR 2020**

Last Name	First Name	Job Class Description	BASE	OT	OTHER	TOTAL
<u>ADMINISTRATION</u>						
BLONDIET	DOROTHY	DIRECTOR PERSONNEL	109,987.70		7,500.00	117,487.70
CATALDO	ANGELA	PERSONNEL COORDINATOR	57,741.75		1,000.00	58,741.75
CHENARD	WILLIAM	DEPUTY TOWN ADMINISTRATOR	79,721.79		5,914.62	85,636.41
CLARK	LINDA	BENEFIT MANAGER	71,675.61		1,200.00	72,875.61
DONOVAN	DONNA	SR EXECUTIVE ASSISTANT	67,224.78		4,575.00	71,799.78
ERRICKSON	JAMES	DEPUTY TOWN ADMINISTRATOR	78,426.99			78,426.99
LEBLANC	BRYAN	PROCUREMENT OFFICER	87,671.13		2,000.00	89,671.13
MALONE	MELISSA	TOWN ADMINISTRATOR	189,999.94			189,999.94
MCNAMARA	JOAN	EXECUTIVE ASSISTANT	59,457.75		500.00	59,957.75
TOWNSEND	JOHN	DEPUTY TA / FIN DIRECTOR	149,606.50		7,500.00	157,106.50
WILSON MARTIN	JILLIAN	SUSTAINABILITY COORD	65,897.24		2,000.00	67,897.24
			1,017,411.18		32,189.62	1,049,600.80
<u>COMPTROLLER</u>						
DORVAL	FRANCESSE	ASSISTANT COMPTROLLER	76,773.54		2,500.00	79,273.54
MEHTA	ARTI	COMPTROLLER	119,770.97		2,250.00	122,020.97
MUI	THOMAS	FINANCE COORDINATOR	52,480.00		1,000.00	53,480.00
ROZON	DONNA	PAYROLL MANAGER	65,461.32		2,500.00	67,961.32
TOMASETTI	CYNTHIA	STAFF ACCOUNTANT	77,922.83		2,500.00	80,422.83
			392,408.66		10,750.00	403,158.66
<u>FINANCE ADMIN</u>						
DE LOS REYES	JUILLING	ASSISTANT FINANCE DIRECTOR	1,730.77			1,730.77
O BRIEN	SEAN	SPECIAL ASSISTANT TO FIN DIR	74,718.27		11,108.50	85,826.77
RAUF	ABDUL	EXECUTIVE ASSISTANT	44,999.95		500.00	45,499.95
			121,448.99		11,608.50	133,057.49
<u>COLLECTOR OF REVENUE</u>						
DOLPH	CHRISTINE	ADMINISTRATIVE ASSISTANT	10,314.72		1,203.38	11,518.10
HENNIGAN	MEGHAN	ADMINISTRATIVE ASSISTANT	44,878.23	7,134.06		52,012.29
NGUYEN	SARAH	ASSISTANT COLLECTOR/TREASURER	62,640.09		5,000.00	67,640.09
PHILLIPSON	CATHERINE	EXECUTIVE ASSISTANT 1116 CLKS	55,989.31	764.87		56,754.18
PILLA	JUSTINA	ADMIN ASSIST RETIRED	34,169.45			34,169.45
RODRIGUEZ	BARBARA	ADMINISTRATIVE ASSISTANT	47,362.44	8,135.62		55,498.06
SHERMAN	DEBBIE JO	COLLECTOR TREASURER	103,564.48		7,500.00	111,064.48
			358,918.72	16,034.55	13,703.38	388,656.65
<u>ASSESSING DEPARTMENT</u>						
HANSBERRY	ANN	ASSISTANT ASSESSOR	61,200.10		2,325.00	63,525.10
HENDERSON	ERIC	DIRECTOR OF ASSESSING	107,359.98		1,500.00	108,859.98
O'BRIEN	MARK	ASSISTANT ASSESSOR	54,228.39		500.00	54,728.39
RANKIN	DANA	ASSISTANT ASSESSOR	61,765.02		1,200.00	62,965.02
REDDOCH	TERESA	EXECUTIVE ASSISTANT 1116 CLKS	56,018.04		1,125.00	57,143.04
			340,571.53	0.00	6,650.00	347,221.53
<u>TOWN CLERK</u>						
BLATZ	DEBRA	ADMINISTRATIVE ASSISTANT	52,562.38	6,368.16	750.00	59,680.54
GRAVELINE	KERRY	EXECUTIVE ASSISTANT 1116 CLKS	47,572.24	1,163.45	1,225.01	49,960.70
PACKER	DIANE	TOWN CLERK	100,589.92	0.00	1,000.00	101,589.92
SHAW	LAURIE	ADMINISTRATIVE ASSISTANT	52,562.38	4,194.89	1,000.00	57,757.27
			253,286.92	11,726.50	3,975.01	268,988.43
<u>BOARD OF REGISTRARS</u>						
AWKWARD	ROBERT	ASSISTANT REGISTRAR	965.16			965.16
NORTHGRAVES	NANCY	ASSISTANT REGISTRAR	965.16			965.16
PACKER	DIANE	REGISTRAR	3,200.04			3,200.04
YOBACCIO	ELIZABETH	ASSISTANT REGISTRAR	965.16			965.16
			6,095.52	0.00	0.00	6,095.52
<u>COMMUNITY DEVELOPMENT</u>						
CONNELLY	MICHAEL	LOCAL BUILDING INSPECTOR	80,992.51		1,500.00	82,492.51
CONRAD	LORNA	CLERICAL ASSISTANT	7,645.44			7,645.44
COVIELLO	MARK	PART TIME CONSTRUCTION INSPECTOR	30,994.50			30,994.50
FIELDS	EDWIN	SENIOR PLANNER	84,980.94		1,200.00	86,180.94
FREAS	JAMES	DIRECTOR COMMUNITY DEVELOPMENT	121,384.50		5,000.00	126,384.50
GREEL	ANN	SENIOR EXECUTIVE CD/DPW ASSIST	60,812.70	10,688.99	2,500.00	74,001.69
GUSMINI	DAVID	BUILDING COMMISSIONER	105,221.34		3,932.00	109,153.34
IAROSI	MARIANNE	PLANNER/CONSERVATION AGENT	73,758.02		500.00	74,258.02
LIBBY	ERIC	LOCAL BUILDING INSPECTOR	72,775.59		1,200.00	73,975.59
MCCELLELLAN	SUSAN	ADMINISTRATIVE ASSISTANT	52,562.38	3,881.52	1,125.00	57,568.90
MICHALSKI	LAUREN	ADMINISTRATIVE ASSISTANT	50,878.72	2,443.74		53,322.46
			742,006.64	17,014.25	16,957.00	775,977.89
<u>COMMUNITY DEVELOPMENT- 12</u>						
BOURET	KEVIN	PLUMBING AND WIRING INSPECTOR	2,899.07			2,899.07
CHAVIOUS	SCOTT	PLUMBING AND WIRING INSPECTOR	82,104.28			82,104.28
DEMPSEY	ROBERT	INSPECTOR OF PLUMBING	30,180.33			30,180.33
DUFFY	JOHN	INSPECTOR OF PLUMBING	45,610.74			45,610.74
HERBERT	WILLIAM	INSPECTOR OF PLUMBING	881.28			881.28
			161,675.70	0.00	0.00	161,675.70
<u>FACILITIES MAINTENANCE</u>						
ALBINO	DAVID	CUSTODIAN - JR I AFTERNOON	38,577.72	7,330.55	814.97	46,723.24
BASTIEN	JEFFREY	CUSTODIAN - JR II AFTERNOON	48,006.14	10,819.52	1,650.00	60,475.66
BOTELHO	EMERSON	CUSTODIAN - JR II AFTERNOON	44,151.50	5,299.48	863.10	50,314.08
CAIN	CAROLYN	SPECIAL ASST MAINT DIRECTOR	58,875.02	0.00	1,000.00	59,875.02
CALDERON	ISMAEL	CUSTODIAN ASSISTANT NIGHT	56,339.40	12,063.46	1,250.00	69,652.86
CANNON	RYAN	CUSTODIAN - SR I DAY	40,553.52	10,359.79	704.29	51,617.60
CARTER	JEFFREY	CUSTODIAN SR III	57,819.32	9,083.77	1,650.00	68,553.09
CELOY	LUBIN	CUSTODIAN - JR I NIGHT	39,108.12	473.20	450.00	40,031.32
COXALL	KEVIN	MAINTENANCE MANAGER	65,584.63		9,122.26	74,706.89
D AGOSTINO	MARK	CUSTODIAN - SR I DAY	52,308.62	10,396.05	850.00	63,554.67
DANIELS	DAVID	CUSTODIAN - JR I NIGHT	39,108.12	9,189.82	450.00	48,747.94
FAMANIA	CARLOS	CUSTODIAN SR II	52,308.62	20,721.74	1,650.00	74,680.36
FAMANIA	GILBERTO	CUSTODIAN - SR I DAY	52,308.62	11,084.74	1,250.00	64,643.36
FAMANIA	GILBERTO	CUSTODIAN - JR I NIGHT	41,368.28	5,409.09	603.82	47,381.19
FOWLER	CHRIS	CUSTODIAN - JR II DAY	47,280.48	5,285.27	1,399.47	53,965.22
GADSON	JOHN	FACILITY SERVICES DIRECTOR	124,999.94		15,157.70	140,157.64
GALAN	LUIS	CUSTODIAN - JR II AFTERNOON	48,006.14	3,524.02	1,250.00	52,780.16
GILBERT	CHRIS	CUSTODIAN - SR I DAY	52,308.62	1,331.63	2,450.00	56,090.25
GILBERT	SHAWN	CUSTODIAN - SR I DAY	52,308.62	4,712.86	2,450.00	59,471.48
HALLORAN	DANIEL	CUSTODIAN - JR II AFTERNOON	47,895.47	14,057.30	2,088.23	64,041.00
HARRIS	ROBERT	CUSTODIAN - JR I AFTERNOON	46,830.68	6,871.27	1,650.00	55,351.95
INDRESANO	DEBORAH	CUSTODIAN - SR I DAY	32,575.91	2,900.35	620.32	36,096.58
JORDAN	CHRISTOPHER	CUSTODIAN - SR I DAY	40,840.96	3,623.75	1,291.14	45,755.85
KABALIN	MARTHA	PROJECT MANAGER	53,038.51			53,038.51
KORPI	ERIKA	CUSTODIAN - JR I AFTERNOON	45,237.35	5,371.58	450.00	51,058.93
LAROSA	LEONARD	CUSTODIAN - SR I DAY	52,308.62		1,650.00	53,958.62

TOWN OF NATICK CALENDAR YEAR 2020

Last Name	First Name	Job Class Description	BASE	OT	OTHER	TOTAL
LEBLANC	CHRISTOPHER	CUSTODIAN - JR I NIGHT	272.00	0.00		272.00
MEIRA	LEONARDO	CUSTODIAN - JR II NIGHT	39,216.06	3,641.89	450.00	43,307.95
MELLISH	CAROLYN	MAINTENANCE III	55,540.68	1,894.55	2,450.00	59,885.23
MILLER	DEIRDRE	CUSTODIAN - JR I AFTERNOON	46,830.68	5,695.93	850.00	53,376.61
MOORES	DAVID	FAC CUSTODIAL SUPERVISOR	72,987.60		1,000.00	73,987.60
MOORES	DAVID	MAINTENANCE III	55,540.68	5,293.73	450.00	61,284.41
NEE	ROBERT	CUSTODIAN - JR I NIGHT	5,929.68	1,841.62	200.00	7,971.30
NOONAN	KENNETH	MAINT MECHANIC IV	71,770.66	595.21	450.00	72,815.87
OTERO	OSCAR	CUSTODIAN - SR I DAY	52,308.62	9,677.05	1,250.00	63,235.67
PIERCE	CAMERON	CUSTODIAN - JR I AFTERNOON	6,320.00			6,320.00
PLANT	MARK	CUSTODIAN - SR I DAY	51,101.50	9,440.85	1,250.00	61,792.35
PONS	CONNOR	CUSTODIAN - JR I DAY	40,875.48	13,299.44	450.00	54,624.92
PORTER	EDWARD	MAINTENANCE III	55,540.68	8,327.22	850.00	64,717.90
RICHARD	MAURICE	MAINT MECHANIC IV	71,770.66	2,303.21	250.00	74,323.87
RINES	DAVID	CUSTODIAN - SR I DAY	52,308.62	7,728.90	850.00	60,887.52
RODRIGUES	DAVID	CUSTODIAN SR II	54,732.86	14,479.67	1,250.00	70,462.53
ROONEY	JAMES	CUSTODIAN SR III	55,404.10	21,422.94	450.00	77,277.04
ROSARIO	EMANUEL	CUSTODIAN - JR I NIGHT	40,332.12	7,745.07	450.00	48,527.19
ROSENQUIST	SHANE	CUSTODIAN - JR I AFTERNOON	39,801.72	6,884.00	450.00	47,135.72
RUTKOWSKI	RONALD	MAINT MECHANIC IV	71,770.66	15,285.34	1,650.00	88,706.00
SAMAYOA	MELVIN	CUSTODIAN - JR I NIGHT	45,767.75	3,787.50	450.00	50,005.25
WHITE	GREGORY	CUSTODIAN - JR I AFTERNOON	35,644.32	258.90	450.00	36,353.22
WHITE	SEAN	CUSTODIAN - JR I NIGHT	1,778.90	486.47		2,265.37
WIGHT	JAMES	CUSTODIAN - JR II AFTERNOON	48,153.90	8,163.96	450.00	56,767.86
WRIGHT	DREW	CUSTODIAN - JR I DAY	44,176.68	6,618.54	450.00	51,245.22
			2,445,925.54	314,781.23	69,565.30	2,830,272.07
<u>WEIGHTS/MEASURES</u>						
MULVEY	JOSEPH	LABORER III	31,268.44		500.00	31,768.44
			31,268.44	0.00	500.00	31,768.44
<u>COMMUNITY FARM</u>						
FERGASON	AUDREY	ASSIST DIRECTOR FARM	56,476.61			56,476.61
TOWNSEND	CASEY	DIRECTOR COMMUNITY FARM	72,706.94		2,000.00	74,706.94
UMBRELL	PATRICIA	FARM OFFICE ADMINISTRATOR	53,034.98			53,034.98
			182,218.53	0.00	2,000.00	184,218.53
<u>VETERANS SERVICES</u>						
CAREW	PAUL	VETERANS SERVICES OFFICER	74,118.03		1,200.00	75,318.03
YOUNG	SHEILA	EXECUTIVE ASSISTANT 1116 CLKs	56,018.04		1,500.00	57,518.04
			130,136.07	0.00	2,700.00	132,836.07
<u>COUNCIL ON AGING</u>						
BUDD	DEBRA	SOCIAL WORKER	61,765.02		2,250.00	64,015.02
CHECKET	HELEN	SOCIAL WORKER COORDINATOR	76,206.99			76,206.99
COFFEY	MARY LOU	EXECUTIVE ASSISTANT 1116 CLKs	58,417.29	280.09	2,500.00	61,197.38
COLLARI	PATRICIA	CLERICAL ASSISTANT	6,955.20			6,955.20
EDWARDS	KAREN	OUTREACH COORDINATOR	52,691.58			52,691.58
FAGAN	ELIZABETH	SPECIAL ASSIST TO DIR COM SERV	35,105.70		1,604.05	36,709.75
HAYNES II	PIERRE	BUILDING MONITOR II (REC)	3,830.71			3,830.71
IVAS	RICHARD	TRANSPORTATION COORDINATOR	15,800.35			15,800.35
KIRBY	SHARON	PROGRAM ASSISTANT	26,971.71			26,971.71
LAM	FRANCIS	ADMINISTRATIVE ASSISTANT	44,697.12			44,697.12
LISENBY	LARRY	BUILDING MONITOR II (REC)	3,175.26			3,175.26
MCNALLY	LORRAINE	ASSIST DIRECTOR COUNCIL AGING	65,967.92		1,600.00	67,567.92
MENSAH	SAMUEL	VAN DRIVER PART TIME	16,703.78			16,703.78
MOBERG	KATE	DEPARTMENT ASSISTANT	30,673.95			30,673.95
PIPE	MAUREEN	ADMINISTRATIVE ASSISTANT	6,203.12			6,203.12
PORTNOY	JOHN	BUS DRIVER	4,080.00			4,080.00
QUILLEN	LINDSAY	SOCIAL WORKER	35,060.01			35,060.01
QUINN	LAWRENCE	BUILDING MONITOR II (REC)	4,302.76			4,302.76
RAMSEY	SUSAN	DIRECTOR COA/HUMAN SERV	101,153.75		3,000.00	104,153.75
ROURKE	JOHN	TRANSPORTATION COORDINATOR	14,908.05			14,908.05
RYDING	LAURI	PROGRAM ASSISTANT	9,583.34			9,583.34
WHITE	DANA	BUILDING MONITOR II (REC)	4,286.04			4,286.04
			678,539.65	280.09	10,954.05	689,773.79
<u>INFORMATION SYSTEMS</u>						
LEFRANCOIS	ROBERT	DIR INFORMATION TECHNOLOGY	117,525.02		5,000.00	122,525.02
LENTINI	KATHLEEN	COMMUNICATIONS/ INFO OFFICER	71,947.98		1,200.00	73,147.98
VALENTIN	JOEL	I/S NETWORK ADMINISTRATOR	86,652.61		500.00	87,152.61
WHELAN	GERALD	I/S DATA BASE ADMIN	47,223.03		4,500.01	51,723.04
			323,348.64	0.00	11,200.01	334,548.65
<u>PUBLIC WORKS ADMINISTRATION</u>						
ARENA BLAIR	CHERYL	SENIOR EXECUTIVE CD/DPW ASSIST	60,812.70	842.03	2,500.00	64,154.73
HANKS	MELISSA	DEPARTMENT ASSISTANT	49,708.32	712.45		51,420.77
MARSETTE	JEREMY	DIRECTOR DEPT. PUBLIC WORKS	144,602.60		5,905.32	150,507.92
PROVENCAL JONES	MICHELLE	DPW DATA ANALYST	62,916.65		2,000.00	64,916.65
			318,040.27	1,554.48	11,405.32	331,000.07
<u>PUBLIC WORKS ENGINEERING</u>						
ALCOCK	BRIAN	CADD/GIS TECHNICIAN	72,778.42		8,100.00	80,878.42
DIGIACOMO	JOHN	ASSISTANT TOWN ENGINEER	100,608.30		8,700.00	109,308.30
DONAHUE	ROBERT	PROJECT ENGINEER	80,966.49		6,400.00	87,366.49
HANSEN	JEFFREY	PROJECT ENGINEER	93,938.52		9,400.00	103,338.52
MCDOWELL	WILLIAM	TOWN ENGINEER	111,119.06		11,949.98	123,069.04
			459,410.79	0.00	44,549.98	503,960.77
<u>PUBLIC WORKS EQUIPMENT MAINT</u>						
BRAZ	PEDRO	MECHANIC WELDER	55,716.40	8,930.18	100.00	64,746.58
CABRAL	MATTHEW	LEAD MECHANIC CERTIFIED	58,203.46	11,578.05	316.68	70,098.19
COBB	TYLER	MECHANIC WELDER CERTIFIED	2,318.27	293.41		2,611.68
DAUKSZ	MATTHEW	LEAD MECHANIC CERTIFIED	60,899.62	10,024.85	100.00	71,024.47
ERRICO	ANDREW	MECHANIC WELDER	55,739.98	5,860.40	110.31	61,710.69
FIRTH	AUSTIN	MECHANIC WELDER	14,236.72	1,439.80		15,676.52
FISHER JR	KENNETH	DIVISION SUPERVISOR	103,693.23	0.00	11,246.90	114,940.13
HAYNES II	WESLEY	WORKING FOREMAN	61,368.32	6,269.40	1,113.78	68,751.50
MURPHY	BENJAMIN	MECHANIC WELDER	59,511.40	5,378.13	863.77	65,753.30
RUDY	RYAN	GENERAL FOREMAN CERTIFIED	68,505.06	4,369.98	1,375.00	74,250.04
			540,192.46	54,144.20	15,226.44	609,563.10
<u>PUBLIC WORKS HIGHWAY</u>						
AHERN	SEAN	SKILLED LABORER	786.77	250.78		1,037.55
BERNARDINI	JASON	SKILLED LABORER	344.21	66.38		410.59
CAISSIE	BRIAN	GENERAL FOREMAN	67,870.92	22,282.82	2,090.61	92,244.35
CAISSIE	MICHAEL	SANITATION DRIVER	0.00	0.00	1,575.00	1,575.00

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Last Name	First Name	Job Class Description	BASE	OT	OTHER	TOTAL
CORNELIUS	MATTHEW	SANITATION DRIVER	58,290.70	7,146.74	941.25	66,378.69
CORRIGAN	SHAWN	SANITATION DRIVER	25,537.13	4,612.51	376.00	30,525.64
CURTIS	STEVEN	LABORER III	379.00			379.00
CUSTER	MICHAEL	SANITATION DRIVER	47,651.84	10,344.63	516.67	58,513.14
GIORGIO	CHRISTIAN	SKILLED LABORER	39,882.76	8,127.54	361.38	48,371.68
GORMAN	SHAUN	SKILLED LABORER	5,777.84	1,187.52		6,965.36
HARMON	KYLE	SKILLED LABORER	7,714.50	1,625.86	78.83	9,419.19
HLADICK	THOMAS	HIGHWAY DIVISION SUPERVISOR	109,935.80		8,853.66	118,789.46
HOLMGREN	PAUL	SKILLED LABORER	56,690.92	12,705.84	1,265.66	70,662.42
HOPKINS	THOMAS	GENERAL FOREMAN	67,870.92	25,616.13	2,753.92	96,240.97
HOYT	MATTHEW	HEAVY EQUIPMENT OPERATOR	58,027.58	19,534.02	1,715.28	79,276.88
IVESON	JEFFREY	HEAVY EQUIPMENT OPERATOR	58,027.58	13,237.92	1,052.87	72,318.37
JEWELL	TYLER	SKILLED LABORER	40,362.35	9,719.57	806.18	50,888.10
LUTTRELL	MICHAEL	HEAVY EQUIPMENT OPERATOR	46,212.82	9,563.91	1,238.32	57,015.05
MCDONALD	SCOTT	SANITATION DRIVER	27,513.94	5,786.07	735.29	34,035.30
MENOUSEK	JAMES	SANITATION DRIVER	44,717.02	11,175.27	350.00	56,242.29
OLSON	PATRICK	SKILLED LABORER	49,897.25	3,884.95	743.78	54,525.98
PALMER	JAYSON	SANITATION DRIVER	58,290.70	6,044.90	1,249.50	65,585.10
PONS	MICHAEL	WORKING FOREMAN	61,368.32	20,970.07	2,110.46	84,448.85
PYNE	DANIEL	WORKING FOREMAN	61,368.32	14,835.57	987.94	77,191.83
QUILTY	THOMAS	SKILLED LABORER	56,690.92	14,920.47	2,116.53	73,727.92
QUILTY	JOHN	LABORER III	259.00			259.00
SHAPINKO	YEVGENIY	SKILLED LABORER	48,781.82	1,337.27	684.79	50,803.88
SLAMIN	PETER	HEAVY EQUIPMENT OPERATOR	58,027.58	9,927.51	5,930.30	73,885.39
SPURLING	ANDREW	SKILLED LABORER	49,280.69	8,205.63	538.36	58,024.68
ST JEAN	NICHOLAS	SKILLED LABORER	7,351.37	3,075.78		10,427.15
WALKER	GARY	WORKING FOREMAN	61,368.32	9,947.25	1,434.76	72,750.33
ZANELLA	ANTHONY	SANITATION DRIVER	31,478.61	3,490.58	2,619.49	37,588.68
PUBLIC WORKS SEWER			1,307,757.50	259,623.49	43,126.83	1,610,507.82
ASHEN	HARRISON	SKILLED LABORER	42,288.16	7,992.92	350.00	50,631.08
BURKE	EDWARD	ASSISTANT SUPERVISOR	93,938.52		5,000.00	98,938.52
COKER-KALLON	MUKEH	SKILLED LABORER	40,453.63	5,910.43	350.00	46,714.06
COSME	RANDY	CRAFTSMAN/HEAVY EQUIP OPERATOR	50,557.46	11,013.79	469.45	62,040.70
DEPINA	MANUEL	CRAFTSMAN	43,081.68	3,764.62	350.00	47,196.30
DINNOCENZO	DANIEL	HEAVY EQUIPMENT OPERATOR	58,027.58	11,458.28	2,371.79	71,857.65
HEFFLER	STEVEN	CHIEF PLANT OPERATOR	97,086.17		9,037.20	106,123.37
INGRAM	NORA	INTERN COOP WORKER	2,925.00			2,925.00
LIENHARD	THOMAS	WORKING FOREMAN W/LICENSE	77,030.98	14,730.78	5,252.45	97,014.21
MCGEEVER	MICHAEL	WORKING FOREMAN	61,368.32	14,303.08	1,772.57	77,443.97
SMITH	MATTHEW	STATIONARY EQUIPMENT OPERATOR	48,669.09	15,839.65	3,679.57	68,188.31
SULLIVAN	WAYNE	CRAFTSMAN CAMERA TRUCK OPER.	59,724.86	5,487.45	2,045.37	67,257.68
PUBLIC WORKS WATER			675,151.45	90,501.00	30,678.40	796,330.85
AMES	RICHARD	GIS/TECHNOLOGY COORDINATOR	102,837.02		14,200.00	117,037.02
BROWN	ROBERT	NIGHT OPERATOR TRMNT PLANT	57,638.45	681.83	2,641.27	60,961.55
CIAPCIAK	CASEY	REGULATORY COMPLIANCE COORD	64,136.60			64,136.60
COMEAU	ANTHONY	WATER/SEWER DIVISION SUPERVSR	109,935.80		15,368.10	125,303.90
CRISAFULLI	SAMUEL	CRAFTSMAN	58,027.58	2,741.11	1,374.41	62,143.10
DOLLAWAY	JEFFREY	SKILLED LABORER	56,690.92	4,657.10	1,795.47	63,143.49
DREW	ALEX	WORKING FOREMAN	59,952.13	18,509.96	1,619.95	80,082.04
EFSTATHIOU	THEODORE	HEAVY EQUIPMENT OPERATOR	50,011.17	8,490.88	3,663.06	62,165.11
GASSETT	WILLIAM	STATION OPERATOR W/LICENSE	61,444.18	16,499.05	6,375.69	84,318.92
GIORGIO	PATRICK	STATION OPERATOR W/LICENSE	63,070.44	9,359.32	2,600.00	75,029.76
HENDRY	JAMIE	STATION OPER LAB TECH	61,412.18	15,645.26	3,872.10	80,929.54
JONES	JUDITH	EXECUTIVE ASSISTANT 1116 CLKS	56,018.04	474.00	2,000.00	58,492.04
MAGAZZU	PETER	WORKING FOREMAN	61,368.32	8,611.01	5,316.75	75,296.08
NETO	ARISTOTELES	STATIONARY EQUIPMENT OPERATOR	45,019.32	4,481.14	606.13	50,106.59
REGET	JOSHUA	SKILLED LABORER	41,238.23	2,627.33	350.00	44,215.56
RUDD	SHAWN	SKILLED LABORER	56,690.92	18,760.65	4,603.95	80,055.52
SPURLING	SCOTT	GENERAL FOREMAN	67,870.92	17,207.77	4,542.21	89,620.90
PUBLIC WORKS LND FAC/NAT RES			1,073,362.22	128,746.41	70,929.09	1,273,037.72
BACCARI	SCOTT	GENERAL FOREMAN	67,870.92	23,609.39	3,148.45	94,628.76
BURKE	KENNETH	STATIONARY EQUIPMENT OPERATOR	48,901.03	6,819.04	729.58	56,449.65
CARRIGG	THOMAS	SKILLED LABORER	53,519.54	4,784.22	931.56	59,235.32
COTTER	WILLIAM	CRAFTSMAN	58,027.58	11,596.90	1,100.26	70,724.74
CREEDEN	JOSEPH	TREE WORKER	48,085.25	6,902.27	472.17	55,459.69
DONOVAN	MICHAEL	SKILLED LABORER	38,462.57	1,713.42	1,012.35	41,188.34
GOODHIND	ARTHUR	DIVISION SUPERVISOR	106,386.54		15,038.60	121,425.14
HALPERN	NANCY	COMMUNITY GARDEN COORDINATOR	7,680.94			7,680.94
LEMONT	JOHN	WORKING FOREMAN	61,368.32	4,892.01	1,469.50	67,729.83
MAGEE	JANE	COMMUNITY GARDEN COORDINATOR	5,033.53			5,033.53
QUIROS	ARMANDO	SKILLED LABORER	42,813.03	9,463.47	356.56	52,633.06
RAO	MONICA	INTERN COOP WORKER	9,540.00			9,540.00
SPINAZOLA	RODNEY	SKILLED LABORER	56,690.92	14,695.69	1,452.70	72,839.31
FIRE DEPARTMENT			604,380.17	84,476.41	25,711.73	714,568.31
ABBRUZZESE	MICHAEL	FIREFIGHTER	56,929.77	19,164.22	11,527.13	87,621.12
ADAMS	RICHARD	FIREFIGHTER	65,122.58	23,215.33	17,903.26	106,241.17
ALBERGHINI	WILLIAM	ACTING LIEUTENANT FIRE	71,298.31	45,945.81	24,565.99	141,810.11
ALBERINI	ASHLEY	FIREFIGHTER/PARAMEDIC	70,382.54	3,355.74	19,055.39	92,793.67
ARENA	STEPHEN	FIREFIGHTER	8,156.87	427.96	21,863.44	30,448.27
ARSENALUT	DIANNE	EXECUTIVE ASSISTANT FIRE	57,869.17			57,869.17
AUSTIN	JOHN	FIRE DEPUTY CHIEF	102,504.23	19,845.86	30,333.34	152,683.43
BIAGI	RONALD	FIREFIGHTER	70,347.12	39,913.59	20,777.04	131,037.75
BLACK	JAMES	FIREFIGHTER	1,353.31	0.91		1,354.22
BOUVIER	DOUGLAS	FIREFIGHTER/PARAMEDIC	70,517.93	6,689.51	17,120.89	94,328.33
BRANDT	THOMAS	FIREFIGHTER/PARAMEDIC	65,158.45	12,833.38	15,792.98	93,784.81
CADMAN	ADAM	FIREFIGHTER	8,728.29	0.00	1,018.29	9,746.58
CAPPADONIA	MICHAEL	FIREFIGHTER/PARAMEDIC	65,158.45	21,920.19	13,825.48	100,904.12
CARBONE	PETER	FIREFIGHTER/PARAMEDIC	52,658.68	244.49	11,512.15	64,415.32
CARNEY	PETER	FIRE DEPUTY CHIEF	102,892.35	16,503.04	30,317.12	149,712.51
CHAMBERLAIN	IAN	ACTING LIEUTENANT FIRE	73,724.36	30,486.50	16,145.16	120,356.02
CHRISTIE	MATTHEW	FIREFIGHTER/PARAMEDIC	66,118.08	34,770.62	18,281.96	119,170.66
CLOVER	RYAN	FIREFIGHTER	58,179.04	2,407.99	7,780.61	68,367.64
COHEN	JEFFREY	FIREFIGHTER/PARAMEDIC	65,317.24	21,292.47	18,458.04	105,067.75
COLLINS	CHRISTOPHER	ACTING CAPTAIN	82,390.81	48,704.32	31,517.71	162,612.84
CONDLIN	M PAMELA	ADMINISTRATIVE ASSISTANT	52,562.38		1,125.00	53,687.38
CONNELLY	MARK	FIRE CAPTAIN	88,394.52	59,172.07	21,767.18	169,333.77
CORLISS	BRETT	FIREFIGHTER	69,739.15	44,265.84	20,436.01	134,441.00

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Last Name	First Name	Job Class Description	BASE	OT	OTHER	TOTAL	
CREEDEN	ERIC	ACTING LIEUTENANT FIRE	72,284.40	20,061.65		15,827.15	108,173.20
CRISAFULLI	SAMUEL	FIRE LIEUTENANT 4YRS SVS	1,013.54	94.35			1,107.89
CURLLEY	JOHN	FIREFIGHTER	70,116.00	19,396.01	13,665.31		103,177.32
D INNOCENZO	MATTHEW	FIREFIGHTER/PARAMEDIC	51,018.96	4,589.42	32,401.50		88,009.88
DANGELO	KEVIN	FIRE CAPTAIN	88,597.88	1,396.22	33,699.82		123,693.92
DICICCO	DAVID	FIREFIGHTER	70,246.04	4,903.74	14,270.56		89,420.34
DODGE	KENNETH	FIREFIGHTER/PARAMEDIC	70,369.72	28,065.29	20,745.19		119,180.20
DONOVAN	JOSHUA	FIREFIGHTER/PARAMEDIC	63,270.16	5,886.48	24,775.62		93,932.26
DOW	DANIEL	FIRE DEPUTY CHIEF	103,065.82	30,521.70	39,176.42		172,763.94
DOWNING	RONALD	FIRE CAPTAIN	90,101.84	24,222.47	43,947.71		158,272.02
DUPRE	DEREK	FIREFIGHTER/PARAMEDIC	70,810.53	8,566.30	21,899.54		101,276.37
FARQUHARSON	DOUGLAS	FIREFIGHTER	70,252.13	21,567.29	19,863.17		111,682.59
FARRELL	BRETT	FIREFIGHTER	58,179.04	20,500.48	8,385.61		87,065.13
FEENEY	JOHN	FIREFIGHTER/PARAMEDIC	32,923.38	4,063.84	7,405.84		44,393.06
FERRARI	ADAM	FIREFIGHTER/PARAMEDIC	70,519.14	35,908.50	24,921.11		131,348.75
FORREST	BARRY	FIRE LIEUTENANT 4YRS SVS	76,015.72	29,964.97	22,807.85		128,788.54
GENTILE	ALAN	FIREFIGHTER/PARAMEDIC	70,372.03	28,517.26	17,111.19		116,000.48
GEORGES	JOHN	FIREFIGHTER/PARAMEDIC	51,554.01	33,186.49	35,718.05		120,458.55
HAIGIS	MICHAEL	FIREFIGHTER	42,356.12	6,567.09	32,507.89		81,431.10
HAIGIS	JACK	FIREFIGHTER	22,093.50	20.71	3,090.30		25,204.51
HAMPTON	CHRISTOPHER	FIRE LIEUTENANT 4YRS SVS	51,430.30	36,292.61	44,921.20		132,644.11
HARTWELL	DANIEL	FIREFIGHTER	10,946.84	40.17	25,095.58		36,082.59
HEADLEY	GRANTLEY	FIREFIGHTER	1,524.17	143.72			1,667.89
HERRING	JOHN	FIREFIGHTER	34,776.01	28,154.27	54,311.77		117,242.05
HIGGINS	MATTHEW	FIREFIGHTER/PARAMEDIC	68,784.14	3,024.97	14,242.65		86,051.76
HLADICK	MARTIN	FIREFIGHTER	28,224.93	11,532.92	28,597.15		68,355.00
HLADICK	ANDREW	FIRE CAPTAIN	83,865.01	51,441.69	21,328.45		156,635.15
KELLEY	TIMOTHY	FIREFIGHTER	57,661.81	17,327.36	26,032.62		101,021.79
LAMME	DANIEL	FIRE LIEUTENANT 4YRS SVS	80,713.07	11,669.43	25,210.07		117,592.57
LATAWIEC	WOJCIECH	FIREFIGHTER/PARAMEDIC	70,393.34	36,166.21	25,666.25		132,225.80
LEE	GLYNNIS	FIREFIGHTER/PARAMEDIC	40,167.89	994.52	52,272.77		93,435.18
LENTINI	MICHAEL	FIRE CHIEF	162,618.44				162,618.44
LEVY	KENNETH	FIRE CAPTAIN	88,557.67	18,211.52	23,630.06		130,399.25
LIBBY	JEFFREY	FIREFIGHTER	17,456.58	171.83	2,036.58		19,664.99
LINTON	BRIAN	FIRE LIEUTENANT 4YRS SVS	80,096.72	43,554.57	19,544.63		143,195.92
LIPOMA	VICTOR	FIRE DEPUTY CHIEF	102,571.41	16,832.92	32,840.24		152,244.57
MABARDY	NICHOLAS	FIREFIGHTER	70,795.01	37,425.58	25,926.85		134,147.44
MAGLIOZZI	ROBERT	FIREFIGHTER/PARAMEDIC	463.88				463.88
MARASHIO	JOSEPH	FIREFIGHTER/PARAMEDIC	70,657.14	6,114.95	19,084.63		95,856.72
MATHEWS	DANIEL	FIRE DEPUTY CHIEF	102,776.11	16,347.25	34,806.09		153,929.45
MELLOR	JUSTIN	FIRE LIEUTENANT 4YRS SVS	80,713.07	1,261.44	25,295.47		107,269.98
MITCHELL	KENNETH	SUPT OF COMMUNICATIONS	87,104.36	7,142.20	5,262.32		99,508.88
MIX	CHRISTOPHER	FIRE LIEUTENANT 4YRS SVS	80,226.88	289.61	17,243.09		97,759.58
MOONEY	RYAN	FIREFIGHTER	58,179.04	29,117.79	13,115.61		100,412.44
MORTARELLI	JOSEPH	FIRE CAPTAIN	88,049.59		19,068.29		107,117.88
MUI	JUSTIN	FIREFIGHTER/PARAMEDIC	61,269.57	5,071.53	18,128.87		84,469.97
MULLEN II	MATTHEW	FIRE LIEUTENANT 4YRS SVS	72,920.56	13,484.55	36,099.75		122,504.86
NORRIS	KERI	FIRE LIEUTENANT 4YRS SVS	80,808.45	9,819.26	20,843.98		111,471.69
PARCHESKY	ANTHONY	FIREFIGHTER	17,456.58	152.74	2,036.58		19,645.90
PERRYMAN	MICHAEL	FIREFIGHTER	70,203.64	41,085.98	14,794.82		126,084.44
QUIGLEY BOYLAN	TANYA	FIREFIGHTER/PARAMEDIC	70,689.78	874.40	23,787.75		95,351.93
QUILTY	MICHAEL	FIREFIGHTER	69,820.98	38,428.89	19,431.70		127,681.57
REYNOLDS	THOMAS	FIREFIGHTER	70,322.13	30,591.72	15,437.93		116,351.78
ROTHMAN	EUGENE	FIRE CAPTAIN	37,739.56	13,610.48	44,248.14		95,598.18
SALAZAR	JOVANY	FIREFIGHTER/PARAMEDIC	63,610.62	22,038.25	20,764.74		106,413.61
SALVUCCI	MICHAEL	FIREFIGHTER/PARAMEDIC	70,663.28	25,975.49	21,620.95		118,259.72
SAMMON	KYLE	FIREFIGHTER/PARAMEDIC	52,658.68	15,785.22	12,557.15		81,001.05
SANSOSSIO	CIRO	FIRE LIEUTENANT 4YRS SVS	80,979.78	36,280.02	27,573.27		144,833.07
SHEARLEY	RICHARD	FIRE LIEUTENANT 4YRS SVS	80,608.62	54,923.80	23,861.78		159,394.20
SMITH	JAMES	FIRE LIEUTENANT 4YRS SVS	80,216.13	38,883.41	18,265.50		137,365.04
SMITH	SCOTT	FIREFIGHTER	70,652.08	13,049.97	19,182.27		102,884.32
SPENCER	THOMAS	FIREFIGHTER	1,270.63	87.16			1,357.79
STEVENSON	ROBERT	ACTING LIEUTENANT FIRE	72,877.73	17,397.77	17,145.04		107,420.54
SULLIVAN	BRENDAN	FIREFIGHTER/PARAMEDIC	51,635.80	12,997.69	16,840.97		81,474.46
SZEWYCZYNSKI	KELLY	FIREFIGHTER/PARAMEDIC	66,436.40	1,722.89	21,731.31		89,890.60
TOPHAM	THOMAS	FIRE LIEUTENANT 4YRS SVS	32,850.18	10,274.01	13,665.15		56,789.34
VILCIN	JACQUES	FIREFIGHTER/PARAMEDIC	63,541.76	6,576.64	13,838.32		83,956.72
WARD	EDWARD	FIRE LIEUTENANT 4YRS SVS	80,165.67	7,377.38	16,363.66		103,906.71
WARREN	PATRICK	FIRE LIEUTENANT 4YRS SVS	80,062.16	23,664.24	18,879.98		122,606.38
WEDGEWORTH	JOHNNY	FIREFIGHTER	1,222.21	0.45			1,222.66
WEITSEN II	RICHARD	FIRE LIEUTENANT 4YRS SVS	80,707.27	17,458.81	23,846.83		122,012.91
WILLIAMSON	ERIC	FIRE CAPTAIN	89,047.52	64,543.26	35,425.81		189,016.59
WOZNY	CHRIS	FIREFIGHTER/PARAMEDIC	71,020.63	18,410.39	24,803.86		114,234.88
			6,030,875.40	1,692,984.03	1,900,052.48		9,623,911.91
<u>POLICE DEPARTMENT</u>							
ABBRUZZESE	JARED	POLICE PATROLMAN	11,622.30				11,622.30
ALVARADO	NICHOLAS	CIVILIAN DISPATCHER	53,253.38	282.16	18,186.32		71,721.86
ARENA	EDWARD	POLICE DETECTIVE	69,432.00		31,045.22		100,477.22
BAUR	SUSAN	CIVILIAN DISPATCHER	62,861.00	47.15	4,408.49		67,316.64
BAZIGIAN	ERIC	POLICE PATROLMAN	69,432.00	0.00	51,430.70		120,862.70
BERMINGHAM	JULIA	CIVILIAN DISPATCHER	55,402.92	107.55	5,693.46		61,203.93
BIBO	RYAN	POLICE PATROLMAN	43,772.60		23,953.09		67,725.69
BLANCHARD	ELIZABETH	POLICE PATROLMAN	69,432.00		83,152.30		152,584.30
BOSSELMAN	BRIAN	POLICE DETECTIVE	70,406.53		37,731.00		108,137.53
BROGAN	DANIEL	POLICE DETECTIVE	69,432.00		76,896.66		146,328.66
BROWN	SANDRA	DISPATCHER PART TIME	30,831.17				30,831.17
BUTLER	THOMAS	POLICE PATROLMAN	71,824.00		31,734.67		103,558.67
BUTLER	DEREK	POLICE PATROLMAN	59,246.00		87,786.61		147,032.61
CARNEY	MARY	ADMINISTRATIVE ASSISTANT	53,199.19	4,831.70	1,125.00		59,155.89
CIOCCA	DANIEL	POLICE DETECTIVE	69,432.00	0.00	53,001.25		122,433.25
CONAWAY	BRETT	POLICE SERGEANT	20,127.85	105.08	7,251.46		27,484.39
DELEHANTY	KEVIN	POLICE SERGEANT	80,569.71		50,622.90		131,192.61
DICLEMENTE	CHARLOTTE	DISPATCHER PART TIME	11,825.61				11,825.61
DOHERTY	JOHN	POLICE PATROLMAN	1,233.06	57.82			1,290.88
DONOVAN	RICHARD	DISPATCHER PART TIME	5.92				5.92
DUCA	JORDAN	CIVILIAN DISPATCHER	54,305.55	306.81	10,877.76		65,490.12
DWYER	JACKSON	POLICE PATROLMAN	54,700.00	0.00	43,627.73		98,327.73
FITZPATRICK	LEO	POLICE LIEUTENANT	130,072.41	309.85	18,477.85		148,860.11
FORDE	VINCENT	POLICE SERGEANT	112,067.93	1,570.56	46,539.56		160,178.05
GIRON	JONATHAN	CIVILIAN DISPATCHER	561.51	39.23			600.74
GOODWIN	CHARLES	CIVILIAN DISPATCHER	61,585.46	294.56	9,806.38		71,686.40

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Last Name	First Name	Job Class Description	BASE	OT	OTHER	TOTAL
GOULD	STEVEN	POLICE PATROLMAN	54,700.00	0.00	33,867.88	88,567.88
GRADY	PATRICK	POLICE PATROLMAN	66,311.30	0.00	67,227.81	133,539.11
GRAHAM	ALLAN	POLICE SERGEANT	113,743.73	1,207.25	52,927.18	167,878.16
GRASSEY	BRIAN	POLICE LIEUTENANT	29,749.72	2,758.76	52,303.55	84,812.03
GUNTER	TROY	CIVILIAN DISPATCHER	62,504.70	358.77	8,264.20	71,127.67
HALL	RYAN	POLICE PATROLMAN	69,432.00		23,050.56	92,482.56
HALLORAN	RICHARD	SPECIAL POLICE OFFICERS	32,314.35	1,400.00	30,563.57	64,277.92
HASWELL	JOHN	POLICE DETECTIVE	65,404.50		88,524.40	153,928.90
HEFFLER	ELIZABETH	POLICE PATROLMAN	69,432.00		38,064.99	107,496.99
HICKS	JAMES	POLICE CHIEF	199,257.95		9,000.00	208,257.95
HOFFMAN	ROBERT	POLICE SERGEANT	117,579.36	845.74	108,030.90	226,456.00
HOWARD	CHAD	POLICE LIEUTENANT	117,419.65	1,749.44	59,278.32	178,447.41
INGHAM	BRIAN	POLICE SERGEANT	112,173.39	567.29	47,717.42	160,458.10
KANE	DEREK	POLICE PATROLMAN	56,112.10		21,397.72	77,509.82
KELLEY	KEVEN	POLICE PATROLMAN	71,824.00		6,721.00	78,545.00
KEOHANE	JAMES	POLICE PATROLMAN	69,432.00		28,736.47	98,168.47
LACERRA	SCOTT	POLICE PATROLMAN	69,811.28		45,394.80	115,206.08
LAFORCE	DILLON	DISPATCHER PART TIME	359.70			359.70
LANOUE	GREGORY	POLICE PATROLMAN	69,432.00		47,278.15	116,710.15
LAUZON	BRIAN	POLICE LIEUTENANT	135,531.34	4,941.41	104,132.73	244,605.48
MABARDY	MICHAEL	POLICE PATROLMAN	4,518.61		7,053.67	11,572.28
MARCOCCIO	LOUIS	METER ENFORCEMENT OPERATOR	43,397.02		43,397.02	86,794.04
MELNIK	SERGEY	POLICE PATROLMAN	69,432.00		47,284.78	116,716.78
MORAN	TRAVIS	POLICE PATROLMAN	69,432.00		63,640.27	133,072.27
MUNNICH	AMELIA	DISPATCHER PART TIME	285.53			285.53
NGUYEN	TOAN	POLICE PATROLMAN	71,824.00		4,752.68	76,576.68
ONEIL	BRITTANY	DISPATCHER PART TIME	830.84			830.84
OSHAUGHNESSY	JAMES	POLICE PATROLMAN	71,824.00		22,778.58	94,602.58
PACHECO	NICHOLAS	POLICE PATROLMAN	43,772.60		18,964.13	62,736.73
PAYNE	RYAN	POLICE SERGEANT	76,913.06		23,310.04	100,223.10
PAYTON	KENNETH	POLICE PATROLMAN	69,432.00		15,838.97	85,270.97
PEDRO	EDWARD	CIVILIAN DISPATCHER	57,489.51	190.73	5,956.97	63,637.21
PFEIFER	KATELYN	POLICE PATROLMAN	57,830.37	19.19	33,890.35	91,739.91
PUNCH	BONNIELOU	METER ENFORCEMENT OPERATOR	39,092.19			39,092.19
PUNCH	DYLAN	POLICE SERGEANT	73,569.89		34,101.51	107,671.40
QUILTY	JAMES	POLICE PATROLMAN	98,077.92	476.65	39,046.83	137,601.40
RADOCK	EDWARD	CLERICAL ASSISTANT	2,788.60			2,788.60
RADOSTA	SAMANTHA	CIVILIAN DISPATCHER	2,237.57		11.19	2,248.76
RESMINI	THOMAS	DISPATCHER PART TIME	230.17			230.17
RICHARDS	ROBYN	CIVILIAN DISPATCHER	5,966.88		641.43	6,608.31
RICHARDSON	RONALD	POLICE PATROLMAN	46,249.00		52,260.64	98,509.64
RODRIGUEZ	MIGUEL	POLICE PATROLMAN	45,272.00		22,692.49	67,964.49
ROSE	JOYCE	DEPARTMENT ASSISTANT P/TIME	17,897.98		0.01	17,897.99
ROSSI CAFARELLI	CARA	POLICE LIEUTENANT	135,649.37	1,387.50	41,927.43	178,964.30
ROURKE	TRACY	CIVILIAN DISPATCHER	60,536.39	6.85	4,464.00	65,007.24
SALIS	S CHRISTOPHER	POLICE PATROLMAN	69,432.00		146,404.93	215,836.93
SCAFIDI	MICHAEL	CIVILIAN DISPATCHER	49,156.43	219.32	9,698.40	59,074.15
SHEA	BENJAMIN	POLICE PATROLMAN	54,700.00		12,131.10	66,831.10
SHOWSTEAD	CHRISTOPHER	POLICE PATROLMAN	71,824.00		56,384.31	128,208.31
ST-HILAIRE	MARK	POLICE SERGEANT	1,681.26	17.35	0.01	1,698.62
STERLING	MARK	DISPATCHER PART TIME	59,256.09	274.97	12,897.82	72,428.88
STOLLER	JENNIFER	POLICE PATROLMAN	66,742.00		9,385.07	76,127.07
SUTHERLAND	JASON	POLICE DETECTIVE	69,737.98		89,601.47	159,339.45
TAYLOR	SEAN	POLICE PATROLMAN	69,432.00		81,286.51	150,718.51
TOSI	KEITH	ANIMAL CONTROL OFFICER	53,216.27	4,805.06	5,282.59	63,303.92
VERNER	JAMIE	POLICE PATROLMAN	57,267.00		111,330.44	168,597.44
VIEIRA	RICHARD	POLICE SERGEANT	112,917.19	644.43	101,212.83	214,774.45
VITALE	THOMAS	POLICE DETECTIVE	69,432.00		23,390.13	92,822.13
VITALE	JOSEPH	CIVILIAN DISPATCHER	56,376.88		10,630.03	67,015.51
WADE	SCOTT	POLICE PATROLMAN	71,824.00		28,185.42	100,009.42
WATKINS	MARYLEE	EXECUTIVE ASSISTANT POLICE	65,503.19		2,000.00	67,503.19
WATKINS	ANDREW	POLICE PATROLMAN	59,553.10		78,132.87	137,685.97
WHITE	ROBERT	SPECIAL POLICE OFFICERS	0.00		53,254.00	53,254.00
WILKINS	JOHN	POLICE PATROLMAN	11,622.30			11,622.30
POLICE DEPARTMENT- 10			5,294,021.50	29,823.18	2,835,653.96	8,159,507.24
BLINN	GLADYS	SCHOOL TRAFFIC SUPERVISOR	12,786.36			12,786.36
BRODEUR	LISA	SCH CROSSING GUARD (1ST YR)	2,457.37			2,457.37
CARDIN	HEATHER	SCH CROSSING GUARD (1ST YR)	1,501.50			1,501.50
CASEY	MARY	SCHOOL TRAFFIC SUPERVISOR	8,899.00			8,899.00
CHAREST	ANTHONY	SCHOOL CROSSING GUARD II	12,461.75			12,461.75
HERTZBERG	MARTHA	SCHOOL TRAFFIC SUPERVISOR	4,529.70			4,529.70
LAWRENCE	DONALD	SCH CROSSING GUARD (1ST YR)	5,638.99			5,638.99
LIBBEY	CATHERINE	SCHOOL TRAFFIC SUPERVISOR	4,207.50			4,207.50
MARTINO	JUDITH	SCHOOL CROSSING GUARD II	7,425.00			7,425.00
MURPHY	EDWARD	SCHOOL CROSSING GUARD II	12,461.75			12,461.75
MURRAY	ROBERT	SCH CROSSING GUARD (1ST YR)	4,862.34			4,862.34
SHANNON	MAURA	SCHOOL TRAFFIC SUPERVISOR	7,142.70			7,142.70
SHAPIRO	CHRISTINE	SCH CROSSING GUARD (1ST YR)	3,973.85			3,973.85
TAHMILI	ANGELIA	SCH CROSSING GUARD (1ST YR)	1,199.33			1,199.33
WHITNEY	BRUCE	SCHOOL TRAFFIC SUPERVISOR	1,092.00			1,092.00
BOARD OF HEALTH			661,106.41	0.00	35,218.59	696,325.00
ANDERSON	JANE	ENVIR HEALTH AGENT	77,072.24		2,793.38	79,865.62
BOUDREAU	MICHAEL	ENVIR HEALTH AGENT	78,941.99		2,300.85	81,242.84
CHAULK	DEBORAH	PUBLIC HEALTH NURSE	37,761.57		269.23	38,030.80
CLIFF	JESSICA	SANITARIAN	42,067.09		10,953.84	53,020.93
CONDON	KIMBERLY	INSPECTOR OF ANIMALS	5,000.00			5,000.00
COTTER	JEAN	EXECUTIVE ASSISTANT 1116 CLKS	56,018.04		4,456.58	60,474.62
DRETLE	ASTRID	ADMIN PROJ COORD GRANT	12,868.75			12,868.75
FOSBERG	INGRID	ADMINISTRATIVE ASSISTANT	49,547.68			49,547.68
LEVINE	NINA	ADMIN PROJ COORD GRANT	68,753.79			68,753.79
MERCER	LEILA	NURSE	42,566.30		5,444.71	48,011.01
SUGARMAN	CATHERINE	PREVENTION & OUTREACH PRO MAN	74,687.71		1,500.00	76,187.71
WHITE	JAMES	DIRECTOR PUBLIC HEALTH	115,821.25		7,500.00	123,321.25
MORSE INSTITUTE LIBRARY			38,772.73	515.46	441.00	39,729.19
ARNOLD	KRISTEN	(S) CHILDREN'S PROGRAMMER	24,116.06			24,116.06
ASTOLFI	SHANNON	(H) REFERENCE LIBRARIAN	535.83			535.83
BARNARD	KRISTINA	(H) LIBRARY ASSOCIATE	74,539.71	1,805.57	1,500.00	77,845.28
BARNICLE	SUSANMARIE	(S) CHILDREN'S LIBRARIAN				

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Last Name	First Name	Job Class Description	BASE	OT	OTHER	TOTAL	
BARTLETT	KAROL	(S) REFERENCE LIBRARIAN	74,539.71		285.37	1,000.00	75,825.08
BATES	PATRICIA	(H) LIBRARY ASSISTANT	38,402.16		1,096.95		39,499.11
BECKMAN	BARBARA	LIBRARY PAGE (MORSE)	4,951.13				4,951.13
BIAGETTI	CELIA	LIBRARY PAGE (MORSE)	4,481.06				4,481.06
BORCHI	MARY	(H) LIBRARY ASSISTANT	47,419.31	154.86		1,500.00	49,074.17
BROWN	HAYDEN	LIBRARY PAGE (MORSE)	3,761.26				3,761.26
CAMPANA	TERESA	(H) LIBRARY ASSOCIATE	17,280.98	924.87			18,205.85
CERIER	LAURA	(H) LIBRARY ASSOCIATE	18,475.95	810.46			19,286.41
CHAMPION	LINDA	(S) CHILDREN'S PROGRAMMER	39,952.36	256.84		1,500.02	41,709.22
CHE	KATHY	(H) LIBRARY ASSISTANT	16,600.65	238.83			16,839.48
CHING	CAROLYN	EXECUTIVE ASSISTANT LIBRARY	62,289.11				62,289.11
CHRISTIE	LAURIE	(H) LIBRARY ASSISTANT	45,535.35		1,189.58	890.00	47,614.93
CULKIN	CONSTANCE	(H) LIBRARY ASSOCIATE	3,657.29	143.90		119.00	3,920.19
CURLEY	SANDRA	LIBRARY PAGE (MORSE)	7,728.97				7,728.97
CUTLER	PATRICIA	(H) LIBRARY ASSOCIATE	19,853.55	431.70			20,285.25
DELCEGNO	JENNIFER	(H) LIBRARY ASSOCIATE	4,059.58				4,059.58
DEUTSCH	MERYL	(H) REFERENCE LIBRARIAN	8,206.21				8,206.21
DUSHIME	PIERRE	LIBRARY PAGE (MORSE)	6,630.76				6,630.76
EDWARDS	DYLAN	(H) LIBRARY ASSOCIATE	14,742.46	438.75			15,181.21
EGAN	CAROLYN	(H) LIBRARY ASSOCIATE	2,130.00				2,130.00
FARLEY	FRANCINE	(H) LIBRARY ASSOCIATE	16,322.25	819.98			17,142.23
FLAHERTY	KATHLEEN	(H) LIBRARY ASSISTANT	20,972.48	1,266.00		322.00	22,560.48
FORBES MINNICHELLI	JENNIFER	(H) LIBRARY ASSOCIATE	3,249.17	120.01			3,369.18
FOSDICK	ROBIN	(S) PROFESSIONAL LIBRARIAN	74,539.71				74,539.71
HINRICH	CAROLINE	LIBRARY PAGE (MORSE)	1,756.31				1,756.31
HOMER	JASON	DIRECTOR MORSE INSTITUTE	93,268.18			6,730.77	99,998.95
HULING	ROSEMARY	(S) BOOKMOBILE LIBRARIAN	66,295.94	456.86		850.00	67,602.80
KINGSLEY	LISA	BOOKKEEPER	30,030.00				30,030.00
KRUEGER	JANICE	LIBRARY PAGE (MORSE)	3,763.54				3,763.54
LATHWOOD	PAMELA	(S) TECHNOLOGY ASSOCIATE	66,295.94	1,303.60		1,000.00	68,599.54
MAGARIE	BARBARA	(H) LIBRARY ASSOCIATE	20,196.93	755.00		350.00	21,301.93
MAGEE	JANE	(H) LIBRARY ASSISTANT	44,583.68	1,705.80		773.50	47,062.98
MATTES	KAREN	(S) SUPERVISOR TECHNICAL SVS	78,541.61				78,541.61
NEWMAN	JANE ELLEN	ADMIN SUPPORT STAFF (GRANTS)	38,235.33				38,235.33
PERKINS	KAREN	(H) LIBRARY ASSISTANT	40,976.37	1,706.76		850.00	43,533.13
POZMANTER	CAROLE	(H) LIBRARY ASSOCIATE	8,810.43	403.22		400.88	9,614.53
REDINGTON	DELL	(H) LIBRARY ASSISTANT	33,396.01	1,859.49		1,005.00	36,260.50
RICHARD	JANET	(H) LIBRARY ASSISTANT	26,057.61			2,142.67	28,200.28
SADKIN	AMY	ASSISTANT DIRECTOR LIBRARY	78,810.00			1,200.00	80,010.00
SAWISCH	KATE LYNN	(S) SUPERVISOR CIRCULATION SVS	76,415.30	343.38			76,758.68
SCHONTAG	DAWN	(H) REFERENCE LIBRARIAN	59,193.28			588.00	59,781.28
SHERIDAN	KRISTEN	(H) REFERENCE LIBRARIAN	28,213.59	888.79		49.97	29,152.35
SILVETTI	JESSICA	(H) LIBRARY ASSOCIATE	21,266.99	1,207.01		433.50	22,907.50
SMITH	DALE	(S) SUPERVISOR CHILDREN'S SVS	81,579.53	562.18		1,500.00	83,641.71
SMITH	TIMOTHY	LIBRARY PAGE (MORSE)	6,181.15				6,181.15
STEVENS	APRIL	(H) LIBRARY ASSOCIATE	17,277.97	126.11			17,404.08
SULLIVAN	ELLEN	(S) CHILDREN'S ROOM ASSOCIATE	66,295.94	456.86		850.00	67,602.80
SULLIVAN	MAUREEN	PROG.COORD.VETS ORAL HISTORY	12,458.25				12,458.25
TIGHE	CECILIA	LIBRARY PAGE (MORSE)	6,678.01				6,678.01
WALLACE	JAMES	(H) LIBRARY ASSOCIATE	15,756.96	1,143.53		1,494.42	18,394.91
WALSH	ABBY	(S) REFERENCE LIBRARIAN	64,160.12	1,032.10			65,192.22
WALZER	ABIGAIL	(H) REFERENCE LIBRARIAN	30,304.93	695.07			31,000.00
WELCH	PAULA	(S) SUPERVISOR CIRCULATION SVS	81,579.53	3,276.75		1,500.00	86,356.28
			1,892,125.22	28,421.64		28,990.73	1,949,537.59
<u>BACON FREE LIBRARY</u>							
CARUSO	FRANCES	ASSISTANT DIR BACON FREE HOURL	43,383.64				43,383.64
GUAGENTY	LAUREN	LIBRARY ASSISTANT (BACON)	733.20				733.20
KASSEL	KAREN	LIBRARY ASSISTANT (BACON)	9,310.87				9,310.87
KING	MARIA	LIBRARY ASSISTANT (BACON)	14,319.86				14,319.86
LESELLIER	GRAZIELLA	LIBRARY ASSISTANT (BACON)	18,383.33				18,383.33
STIRLING	CASEY	LIBRARY ASSISTANT (BACON)	7,234.65				7,234.65
			93,365.55	0.00		0.00	93,365.55
<u>PARKS & RECREATION</u>							
CANNEY	CAROLINE	INSTRUCTOR	1,823.13				1,823.13
CARTER	MELISSA	COORDINATOR ADAPTIVE PROGRAMS	59,130.79				59,130.79
CIGNA	LISA	ASSISTANT DIRECTOR	1,402.66				1,402.66
COBURN	STEPHANIE	SPECIALIST (REC)	1,506.71				1,506.71
COFFEY	AMBER RAE	SPECIALIST (REC)	825.00				825.00
COFFEY	ALINA	SPECIALIST (REC)	457.48				457.48
COFFEY	LEAH	SPECIALIST (REC)	1,724.44				1,724.44
COHEN	ANGELA	BUILDING MONITOR II (REC)	2,464.00				2,464.00
CURRIE	ROSE	SPECIALIST (REC)	1,934.82				1,934.82
DIXON	GABRIELLE	SPECIALIST (REC)	2,075.07				2,075.07
ERNEST	JOSHUA	ADULT CONTRACTOR	2,130.00				2,130.00
FREUND	BRENDAN	PROGRAM ASSISTANT	5,108.00				5,108.00
FRIEDMAN	AARON	DIRECTOR REC PROGRAM / SP EVEN	74,682.98				74,682.98
GREENSTEIN	ALIZA	PROGRAM ASSISTANT	7,676.97				7,676.97
KEEFE	DANIEL	ASSISTANT DIRECTOR PARKS/REC	84,559.18			1,200.00	85,759.18
MAMAKOS	NICHOLAS	SPECIALIST (REC)	656.00			726.37	1,382.37
MAPEL	LISA	CLERICAL ASSISTANT	17,790.70				17,790.70
MARSTON	ELIZABETH	LEADER/COUNSELOR (REC)	563.55				563.55
MELVILLE	HANNAH	SPECIALIST (REC)	1,935.08				1,935.08
MEURER	LAUREN	TEEN COORDINATOR	45,414.51				45,414.51
MOLINA	NANCY	PROGRAM ASSISTANT	3,737.27				3,737.27
O BRIEN	MEGAN	SPECIALIST (REC)	102.00				102.00
OWEN	JANINE	LEADER/COUNSELOR (REC)	1,485.38				1,485.38
PARTANEN	KAREN	DIRECTOR PARKS & REC SVS	93,606.21			1,500.00	95,106.21
RANGE	MAKENNA	LEADER/COUNSELOR (REC)	1,396.13				1,396.13
SOUTO	LETICIA	LEADER/COUNSELOR (REC)	1,216.14				1,216.14
SPENCER	JESSICA	INSTRUCTOR	7,333.96				7,333.96
TAMAREN LEDDY	COLIN	PROGRAM SUPERVISOR	2,079.00				2,079.00
VERDELLI	ANDREA	ADMINISTRATIVE ASSISTANT	37,946.84	280.78			38,227.62
WOODWARD	JONATHAN	PROGRAM SUPERVISOR	1,500.52				1,500.52
WRIGHT	CINDY	PROGRAM SUPERVISOR (REC)	15,286.56				15,286.56
			479,551.08	280.78		3,426.37	483,258.23
<u>PARK & RECREATION SEASONAL</u>							
ADELMANN	LILY	LEADER/COUNSELOR (REC)	981.25				981.25
ALLEN	ROSS	SPECIALIST (REC)	189.00				189.00
AVALOS	ANDREW	SR. COUNSELOR (CERTIFIED-REC)	1,017.71				1,017.71
BABSON	ELENA	SPECIALIST (REC)	512.07				512.07
BACCARI	REECE	TIMER/SCORER	887.63				887.63

**TOWN OF NATICK
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Last Name	First Name	Job Class Description	BASE	OT	OTHER	TOTAL
BARTMAN	CAITLIN	PROGRAM ASSISTANT		528.50		528.50
BRIGGS	MITCHELL	LIFE GUARD	2,275.00			2,275.00
CAMPBELL	ALEX	SPECIALIST (REC)	1,317.39			1,317.39
CAROTA	JOSEPH	SPECIALIST (REC)	900.00			900.00
CARTER	JOHN	PROGRAM ASSISTANT	2,093.00			2,093.00
CARTY	STEPHEN	CERTIFIED SPORTS OFFICIAL	560.00			560.00
CHAMBERLAIN	LEE	PLAYGROUP STAFF - MANAGER	2,631.09			2,631.09
CHOQUINARD	KATHRYN	LEADER/COUNSELOR (REC)	1,099.69			1,099.69
COHEN	RICHARD	PROGRAM ASSISTANT	1,214.00			1,214.00
CONAWAY	PATRICK	PROGRAM SUPERVISOR	2,646.80			2,646.80
CONNOR	ELIZABETH	LEADER/COUNSELOR (REC)	2,990.14			2,990.14
CORCELL	HARRY	ADULT CONTRACTOR	420.00			420.00
CORCORAN	BRIANNA	PROGRAM ASSISTANT	854.00			854.00
COUPER	SUSAN	ADULT CONTRACTOR	5,942.51			5,942.51
CROWLEY	LISA	PLAYGROUP STAFF - MANAGER	2,185.47			2,185.47
DORION	HARRIET	LIFE GUARD	1,842.75			1,842.75
DREW	JOHN	SPECIALIST (REC)	275.73			275.73
DUBOIS	DANIELLE	SPECIALIST (REC)	735.00			735.00
ERICKSON MULLANE	AIDAN	BUILDING MONITOR II (REC)	448.00			448.00
FEDERICO GROME	TAYLOR	SPECIALIST (REC)	610.47			610.47
FILIPSKI	MADELINE	LEADER/COUNSELOR (REC)	905.26			905.26
FINKELSTEIN	DEBORAH	SPECIALIST (REC)	1,000.50			1,000.50
FOLEY	KATY	ADULT CONTRACTOR	1,712.50			1,712.50
FOSBERG	SAMUEL	LEADER/COUNSELOR (REC)	366.57			366.57
FRAIL	CHARLES	ADULT CONTRACTOR	195.00			195.00
FRECHETTE	MATTHEW	ASSISTANT DIRECTOR	4,302.36			4,302.36
GALAID	MEREDITH	SPECIALIST (REC)	479.08			479.08
GALANTE	LOUIS	CERTIFIED SPORTS OFFICIAL	650.00			650.00
GENASKE	KATHLEEN	PLAYGROUP STAFF - MANAGER	2,418.69			2,418.69
GILES	BRUNO	CERTIFIED SPORTS OFFICIAL	680.00			680.00
GRIFFIN	DENNIS	ADULT CONTRACTOR	420.00			420.00
GRIFFITH	JOHN	CERTIFIED SPORTS OFFICIAL	530.00			530.00
HAMNETT	DONALD	SPECIALIST (REC)	640.00			640.00
HAWLEY	AIDAN	LEADER/COUNSELOR (REC)	564.19			564.19
HAYDON	CARTER	LEADER/COUNSELOR (REC)	2,103.21			2,103.21
HILL	JAMIE	SR. COUNSELOR (CERTIFIED-REC)	458.49			458.49
JEWETT	JAKE	SR. COUNSELOR (CERTIFIED-REC)	796.88			796.88
KEARNS	KRYSTAL	PROGRAM ASSISTANT	887.06			887.06
KEEFE	BRENNA	BEACH MANAGER	5,036.00			5,036.00
KELEMANIK	MCKENNA	LIFE GUARD	2,963.10			2,963.10
KELLEY	SUSAN	BUILDING MONITOR II (REC)	109.32			109.32
KOSKOVICH	PAMELA	SPECIALIST (REC)	702.00			702.00
KUNKA	HAILEY	PROGRAM ASSISTANT	680.00			680.00
LAURENT	ALEXANDER	LIFE GUARD	2,772.00			2,772.00
LISTA	JARED	LIFE GUARD	2,700.38			2,700.38
LISTA	JUSTIN	LIFE GUARD	2,693.26			2,693.26
LONDON	JILL	PLAYGROUP STAFF - MANAGER	7,319.00			7,319.00
LYDON	ANDREW	SPECIALIST (REC)	275.50			275.50
MARSH	LESLIE	LEADER/COUNSELOR (REC)	1,147.50			1,147.50
MARSTON	EMILY	LEADER/COUNSELOR (REC)	182.33			182.33
MCNEIL	RYAN	LEADER/COUNSELOR (REC)	118.17			118.17
MCQUILLEN	JAMES	ATTENDANT (REC)	2,680.41			2,680.41
MELANSON	MARC	SPECIALIST (REC)	0.00	1,106.06		1,106.06
MONAGHAN	BRIDGET	SPECIALIST (REC)	325.00			325.00
MOSER	KATE	ATTENDANT (REC)	1,834.80			1,834.80
NILAN	JOHN	CERTIFIED SPORTS OFFICIAL	550.00			550.00
OTERI	DAVID	CERTIFIED SPORTS OFFICIAL	687.97			687.97
PINAULT	LINDA	ADMINISTRATIVE ASSISTANT	12,129.78	687.36	1,738.60	14,555.74
PORTER	DENNIS	ADULT CONTRACTOR	194.82			194.82
PUTNAM	PETER	CERTIFIED SPORTS OFFICIAL	640.00			640.00
RIZZO	KATELYN	PROGRAM ASSISTANT	3,576.39			3,576.39
ROVNER	MATTHEW	ADULT CONTRACTOR	485.60			485.60
SAWYER	WILLIAM	SPECIALIST (REC)	1,402.50			1,402.50
SEFTON	DONALD	CERTIFIED SPORTS OFFICIAL	580.00			580.00
SLATTERY	RICHARD	CERTIFIED SPORTS OFFICIAL	480.00			480.00
SMERDON	CONNOR	ATTENDANT (REC)	2,290.20			2,290.20
SPINAZOLA	RODNEY	ADULT CONTRACTOR	159.34			159.34
SPURLING	JOSEPH	ATTENDANT (REC)	2,554.50			2,554.50
STEVENS	JULIA	SPECIALIST (REC)	80.00			80.00
STEVENS	BRIDGET	SPECIALIST (REC)	264.56			264.56
STORTI	GIANNI	ATTENDANT (REC)	2,237.63			2,237.63
TARLIN	MICHAEL	ADULT CONTRACTOR	300.00			300.00
THABIT	PETER	SPECIALIST (REC)	257.25			257.25
THATCHER	TAMERA	SR. COUNSELOR (CERTIFIED-REC)	640.50			640.50
THEBAUD	ANN SASHELL	PROGRAM SUPERVISOR	59.50			59.50
TIFFANY	NICOLE	SPECIALIST (REC)	0.00			0.00
TOLSON	ANTHONY	PROGRAM ASSISTANT	738.00			738.00
ULUSKI	BRIAN	CERTIFIED SPORTS OFFICIAL	530.00			530.00
WALZ	OLIVIA	BEACH MANAGER	3,900.66			3,900.66
WALZ	REBECCA	ATTENDANT (REC)	2,255.50			2,255.50
WHITAKER	KAITLIN	LEADER/COUNSELOR (REC)	1,225.25			1,225.25
WHITE	JAMES	PROGRAM SUPERVISOR (REC)	2,959.45			2,959.45
ZELIGER	JESSICA	HEAD LIFEGUARD	671.00			671.00
SASSAMON TRACE GOLF COURSE			127,656.16	1,793.42	1,738.60	131,188.18
BOGLE	KERRY	CLUB HOUSE ATTENDANTS (GOLF)	1,090.13			1,090.13
CARLSON	CHERYL	CLUB HOUSE ATTENDANTS (GOLF)	666.67			666.67
CARLSON	ANDERS	CLUB HOUSE ATTENDANTS (GOLF)	5,960.63			5,960.63
COHEN	BRADLEY	RANGER/STARTER (GOLF)	2,014.51			2,014.51
COLLINS	VINCENT	GOLF COURSE MECHANIC	1,187.50			1,187.50
DIMIDIS	WILLIAM	EQUIPMENT OPERATOR GOLF	7,560.76			7,560.76
DONNELLY	ROBERT	RANGER/STARTER (GOLF)	3,429.77			3,429.77
DUFFY	MARK	RANGER/STARTER (GOLF)	9,830.26			9,830.26
FONTAINE	ERIC	SUPERINTENDANT GOLF COURSE	65,525.00			65,525.00
HANSOM	RICHARD	RANGER/STARTER (GOLF)	446.25			446.25
JENNINGS	LEONARD	EQUIPMENT OPERATOR GOLF	6,573.00			6,573.00
JENNINGS	JAMES	EQUIPMENT OPERATOR GOLF	1,236.75			1,236.75
KEELER	BARBARA	CLUB HOUSE ATTENDANTS (GOLF)	1,606.51			1,606.51
KELLEY	JOHN	CLUB HOUSE ATTENDANTS (GOLF)	191.25			191.25
KENIRY	JOHN	EQUIPMENT OPERATOR GOLF	7,623.00			7,623.00
MARKS	JAKE	CLUB HOUSE ATTENDANTS (GOLF)	6,257.07			6,257.07

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Last Name	First Name	Job Class Description	BASE	OT	OTHER	TOTAL
MARTO	RALPH	RANGER/STARTER (GOLF)	4,366.89			4,366.89
MCDOWELL	KURT	MANAGER SASSAMON TRACE GOLF CR	72,395.70		2,000.00	74,395.70
NEWMAN	JANET	CLUB HOUSE ATTENDANTS (GOLF)	3,760.00			3,760.00
PAOLETTI	PAUL	CLUB HOUSE ATTENDANTS (GOLF)	6,948.77			6,948.77
QUEMERE	ANDRE	CLUB HOUSE ATTENDANTS (GOLF)	3,235.34			3,235.34
SACCHETTI	CHRIS	CLUB HOUSE SUPERVISOR (GOLF)	231.00			231.00
SEGAL	DAVID	ASSIST MANAGER GOLF COURSE	0.00			0.00
SHEINFELD	ROBERT	RANGER/STARTER (GOLF)	847.88			847.88
SIMMONS	JOHN	GOLF PROFESSIONAL	35,181.12		3,423.00	38,604.12
SOWDEN	ROBERT	EQUIPMENT OPERATOR GOLF	0.00			0.00
SURFACE	PAUL	CLUB HOUSE ATTENDANTS (GOLF)	2,639.25			2,639.25
THORSEN	FREDERICK	EQUIPMENT OPERATOR GOLF	4,017.53			4,017.53
VERNA	SOPHIA	CLUB HOUSE ATTENDANTS (GOLF)	6,722.45			6,722.45
VERNA	CAMERON	CLUB HOUSE ATTENDANTS (GOLF)	4,386.00			4,386.00
NON CONTRIBUTORY PENSIONS			265,930.99	0.00	5,423.00	271,353.99
CARDELLICCHIO	DOLORES	NON CONTRIB PENSION FIRE	0.00		18,161.47	18,161.47
			0.00	0.00	18,161.47	18,161.47
RETIREMENT BOARD						
BACON	KATHLEEN	DIRECTOR RETIREMENT SYSTEM	113,667.78		0.00	113,667.78
MANCUSO	MARYJO	RETIRE BD EXECUTIVE ASST	77,632.86		0.00	77,632.86
			191,300.64	0.00	0.00	191,300.64
SCHOOL ADMINISTRATION						
ADAMS	ELIZABETH	CERTIFIED LICENSED ASSISTANT	19,313.40		146.95	19,460.35
AHERN	JOAN	LEVEL I SECRETARY	61,686.93		510.78	62,197.71
AKMURADOV	ISMAIL	INSTRUMENTAL MUSIC INST PRIVAT	29,854.78		74.22	29,929.00
ALDRICH	FREDERICK	INSTRUMENTAL MUSIC INST PRIVAT	5,508.35		3.24	5,511.59
ARONIS	RACHEL	BOKS INSTRUCTOR			1,125.00	1,125.00
ASHE	JENNIFER	BOKS INSTRUCTOR			1,000.00	1,000.00
ASSENCOA	ALLISON	LEVEL I SECRETARY	56,051.40		243.31	56,294.71
ASSUNCAO	RENAN	PLANNING & BUDGET ANALYST	42,562.41		3,591.28	46,153.69
BALDWIN	KEVIN	INSTRUMENTAL MUSIC INST PRIVAT	6,636.41		37.14	6,673.55
BARBATO	GAIL	SUBSTITUTE COORDINATOR	18,958.75		12.51	18,971.26
BECKWITH	TODD	TECHNICIAN II	63,075.08	290.88	2,463.35	65,829.31
BERG	LYNDA	LEVEL III SECRETARY SCHOOL YR	35,477.75		355.06	35,832.81
BILLINGS	JAMIE	TECHNICIAN II	63,075.08	96.96	534.27	63,706.31
BLANKMAN	PAUL	BOKS INSTRUCTOR			1,200.00	1,200.00
BODWELL	ERIC	BOARD CERT BEHAVIOR ANALYST	56,164.67		325.91	56,490.58
BOLAND	RYAN	TECHNICIAN II	63,075.08	193.92	1,274.59	64,543.59
BOSTIAN	WALTER	INSTRUMENTAL MUSIC INST PRIVAT	10,582.46		23.53	10,605.99
BROWN	NICHOLAS	INSTRUMENTAL MUSIC INST PRIVAT	9,954.34		21.96	9,976.30
BURGOYNE	LISA	BOKS INSTRUCTOR			1,000.00	1,000.00
BUTLER	DENISE	CLERICAL WORKER PART TIME	4,862.98		978.53	5,841.51
CLARK	JAMISON	INSTRUMENTAL MUSIC INST PRIVAT	696.15		0.00	696.15
CLAYBOURNE	JOHN	INSTRUMENTAL MUSIC INST PRIVAT	3,982.82		1.90	3,984.72
COHEN	DONNA	LEVEL I SECRETARY	38,664.60		4,071.11	42,735.71
CONNELLY	LAUREN	CERTIFIED LICENSED ASSISTANT	28,481.83		589.89	29,071.72
CRANDALL	THERESE	LEVEL II SECRETARY	58,896.28		548.99	59,445.27
CREEDON	DAVID	BOARD CERT BEHAVIOR ANALYST	90,203.38		609.96	90,813.34
CROSBY	CHRISTINE	LEVEL I SECRETARY	57,977.11		1,174.55	59,151.66
CRUZ	CHRISTOPHER	DEPLOYMENT SPECIALIST	64,277.89		2,697.38	66,975.27
CRUZ	CHRISTOPHER	TECHNOLOGY INTERN	3,279.55		29.08	3,308.63
CULVER	SHERY	DATA MGR OF CURRIC & ASSES SYS	86,545.65		1,565.87	88,111.52
CUSHING	KAREN	LEVEL III SECRETARY SCHOOL YR	36,055.68		115.98	36,171.66
DACEY	JOAN	ABA TECHNICIAN	38,480.57		123.08	38,603.65
DAVENPORT	APRIL	LEVEL I SECRETARY	59,561.56		254.55	59,816.11
DAVIS	MARIANNE	DIRECTOR HUMAN RESOURCES	139,642.32		1,590.34	141,232.66
DIMITROVA TOPALOFF	NATALIA	PROJECT COORDINATOR - FY	59,481.72		482.35	59,964.07
DISILVIO	JAMES	TECHNOLOGY INTERN	1,611.09		16.11	1,627.20
DOHERTY	MARYLU	LEVEL III SECRETARY SCHOOL YR	43,720.60		741.26	44,461.86
DONAHUE	ELIZABETH	BOKS INSTRUCTOR	0.00		825.00	825.00
DOUCETTE	KELLY	CLERICAL WORKER PART TIME	16,653.97		40.53	16,694.50
DOWNING	KIRK	ASST SUPERINTENDENT CURRICULUM	151,116.10		6,638.85	157,754.95
DRISCOLL	KATHRYN	INSTRUMENTAL MUSIC INST PRIVAT	16,616.67		40.79	16,657.46
ENOS	RYAN	INSTRUMENTAL MUSIC INST PRIVAT	16,752.79		24.36	16,777.15
FAZIO	GIUSEPPE	ABA TECHNICIAN	38,652.80	451.79	501.91	39,606.50
FEDERICI	DAVID	BOKS INSTRUCTOR			1,000.00	1,000.00
FLYNN	MAURA	LEVEL I SECRETARY	39,502.69	127.76	194.30	39,824.75
GENASKE	KATHLEEN	BOKS INSTRUCTOR			1,000.00	1,000.00
GERARD	GABRIELLE	ABA TECHNICIAN	37,403.53		120.62	37,524.15
GOLLNICK	CHRISTOPHER	TECHNICIAN II			525.00	525.00
GOODE	ERIC	INSTRUMENTAL MUSIC INST PRIVAT	3,341.62		8.72	3,350.34
GRAY	PETER	DIRECTOR OF FINANCE	151,116.10		6,138.85	157,254.95
GRIMMER	SUSAN	PLANNING & BUDGET ANALYST	73,160.18		309.29	73,469.47
GUAGENTY	KELLY	LEVEL III SECRETARY SCHOOL YR	47,936.52	361.98	3,118.34	51,416.84
GUSMINI	GIANNA	ABA TECHNICIAN	29,095.44		110.87	29,206.31
GUSTAVSEN	HALEY	INSTRUMENTAL MUSIC INST PRIVAT	736.00			736.00
HALE	SUZANNE	STUDENT COMMUNITY COACH	24,399.73		370.12	24,769.85
HALLORAN	BRITTANY	ABA TECHNICIAN	38,070.37		121.27	38,191.64
HANCHETT	ABIGAIL	ABA TECHNICIAN	10,386.23		74.75	10,460.98
HASWELL	MARGARET	LEVEL III SECRETARY SCHOOL YR	34,624.06		108.02	34,732.08
HOLIHAN	JEANNE	LEVEL III SECRETARY SCHOOL YR	42,232.93	1,605.04	5,206.98	49,044.95
HOTCHKISS	HILLARY	BOARD CERT BEHAVIOR ANALYST	92,732.68		838.63	93,571.31
INGOLDSBY	CHRISTIE	LEVEL I SECRETARY	50,672.11		844.75	51,516.86
JEANLYS	ANTONIO	TECHNOLOGY INTERN	2,011.33		8.90	2,020.23
JOYAL	PAULA	DATA ENTRY CLERK	5,093.34			5,093.34
KASWELL	ERICA	LEVEL I SECRETARY	61,734.82	363.69	263.15	62,361.66
KAYE	RONALD	INSTRUMENTAL MUSIC INST PRIVAT	16,608.90		36.84	16,645.74
KELLEY	DONNA	LEVEL I SECRETARY	50,452.96		849.30	51,302.26
KEMBLE	MATTHEW	BOARD CERT BEHAVIOR ANALYST	59,429.40		544.68	59,974.08
KOHRMAN	ADAM	BOARD CERT BEHAVIOR ANALYST	63,811.80		415.76	64,227.56
LARKIN	CATHERINE	LEVEL II SECRETARY	58,896.28		1,900.07	60,796.35
LEDERMAN	ELIZABETH	LEVEL I SECRETARY	47,870.16	565.88	800.49	49,236.53
LEVANDOWSKI	BRIDGET	ABA TECHNICIAN	17,849.55			17,849.55
LEVINSON	MARISSA	BOKS INSTRUCTOR			1,000.00	1,000.00
LINDSEY	ALESSANDRO	TECHNOLOGY INTERN	1,902.81		19.03	1,921.84
LUFF	TIMOTHY	ASST SUPERINTENDENT STUDNT SVS	151,116.10		17,226.55	168,342.65
LUTKEVICH	ALEXANDRA	ACCOMPANIST	162.81		8,143.31	8,306.12
MACBLANE	ROBIN	LEVEL II SECRETARY SCHOOL YEAR	47,837.25		2,323.35	50,160.60
MACCONNELL CHASE	HEATHER	BOKS INSTRUCTOR	0.00		650.00	650.00
MACGREGOR	JOYCE	LEVEL I SECRETARY	59,561.56		504.55	60,066.11

**TOWN OF NATICK
CALENDAR YEAR 2020**

Last Name	First Name	Job Class Description	BASE	OT	OTHER	TOTAL
MAGGS	JUDITH	LEVEL III SECRETARY SCHOOL YR	43,720.60		741.26	44,461.86
MAGLEY	GRACEANN	DIRECTOR OF DIGITAL LEARNING	100,664.36		2,425.56	103,089.92
MANNING	RACHELE	BOKS INSTRUCTOR	0.00		1,300.00	1,300.00
MARASCIA	PAMELA	DATA BUDGET & CONTROL ANALYST	62,629.06		2,574.69	65,203.75
MARTEL	MELISSA	ASSISTANT DIRECTOR FINANCE	104,120.06		4,440.17	108,560.23
MARYLAND	CHRISTINA	GRANTS, RESEARCH, COMM SPECIAL	82,699.84		-606.97	82,092.87
MATTIA	KATHLEEN	LEVEL I SECRETARY	36,746.62		9,078.59	45,825.21
MCANDREW	JOHN	DATA MANAGER OF ADMIN SYSTEMS	72,416.78		1,823.57	74,240.35
MCDERMOTT	ROSE	SECRETARY TO SUPERINTENDENT	72,442.80		7,349.18	79,791.98
MCWHINNIE	MICHELLE	ABA TECHNICIAN	37,979.19		341.51	38,320.70
MEYER	KATHRYN	ABA TECHNICIAN	17,836.15		2.45	17,838.60
MILCH	DOUGLAS	VIRTUAL EDUCATION SUPERVISOR	45,769.66		3,391.50	49,161.16
MOORE	CYNTHIA	DATA SPECIALIST POWERSCHOOL	6,046.14		1,037.88	7,084.02
MORIN	ELIZABETH	ABA TECHNICIAN	36,065.62		117.94	36,183.56
MORSE	JEAN	PARA EDUCATORS - ELM	9,460.84		70.15	9,530.99
MURPHY	SHAUNA	ABA TECHNICIAN	20,507.19		16.46	20,523.65
NEWMAN	JANE ELLEN	RECYCLING ATTENDANT	562.50			562.50
NOLIN	ANNA	SUPERINTENDENT SCHOOLS	202,155.36		29,978.05	232,133.41
O REILLY	ERIN	ABA TECHNICIAN	37,533.02		241.27	37,774.29
PAINE	PATRICIA	LEVEL I SECRETARY	59,500.80		255.89	59,756.69
PAINTER	ANDREW	NETWORK ENGINEER	81,574.78		4,652.29	86,227.07
PAPPAGALLO	JOSEPH	PLANNING & BUDGET ANALYST	59,434.44		581.72	60,016.16
PARRAMORE	ALLISON	INSTRUMENTAL MUSIC INST PRIVAT	12,391.49		34.98	12,426.47
PONGRATZ	JODY ANN	ACCOMPANIST	0.00		6,405.00	6,405.00
POPP	CYNTHIA	LEVEL III SECRETARY	29,379.43		781.44	30,160.87
POWSNER	SUSAN	ABA TECHNICIAN	37,152.31		121.27	37,273.58
RANERI	DANIELLE	LEVEL II SECRETARY	41,447.22	154.37	693.14	42,294.73
REAM	DEBORAH	INSTRUMENTAL MUSIC INST PRIVAT	12,266.12		32.29	12,298.41
RICARDO	JILL	ABA TECHNICIAN	37,704.49		3,220.79	40,925.28
ROBIDOUX	PAMELA	LEVEL I SECRETARY	59,561.56		554.55	60,116.11
ROCHE	DENNIS	DIRECTOR TECHNOLOGY	141,616.36		4,827.61	146,443.97
SAFRAN	SIMON	TECHNOLOGY INTERN	676.26		6.76	683.02
SCHNAIR	JACK	TECHNOLOGY INTERN	351.39			351.39
SKIPPER	JULIE	ASST DIRECTOR HUMAN RESOURCES	6,826.93			6,826.93
SLATTERY	ROBIN	LEVEL I SECRETARY	51,488.11		1,979.65	53,467.76
SLATTERY	DONNA	LEVEL I SECRETARY	59,561.56		504.55	60,066.11
SLAUTA	SHEILA	ABA TECHNICIAN	33,866.94		347.12	34,214.06
SPENCER	LISA	LEVEL I SECRETARY	59,561.56		504.55	60,066.11
SQUAIR	MARGARET	BOKS INSTRUCTOR	0.00		1,225.00	1,225.00
STEFANOWICZ	BENNETT	TECHNOLOGY INTERN	1,603.62		3.81	1,607.43
TAHMILI	SHAYDA	TECHNICIAN I	39,122.75	130.92	320.38	39,574.05
TARANTO	RAMON	INSTRUMENTAL MUSIC INST PRIVAT	18,253.68		29.41	18,283.09
TATIAN	MICHAEL	BOKS INSTRUCTOR	0.00		1,000.00	1,000.00
THISTLE	JASON	NETWORK MANAGER	98,788.30		4,676.61	103,464.91
THURSTON	SAMUEL	INSTRUMENTAL MUSIC INST PRIVAT	36,796.52		1,840.17	38,636.69
TOKLU	JANET	HUMAN RESOURCES ASSISTANT	62,968.32		265.99	63,234.31
TOMASO	JOSEPH	PERMANENT SUBSTITUTE TEACHER	26,673.97		1,467.75	28,141.72
TWOHIG	LINDSAY	ATHLETIC TRAINER	60,031.26		253.78	60,285.04
ULLRICH	DANIELLE	LEVEL II SECRETARY SCHOOL YEAR	49,797.00		2,244.29	52,041.29
VANG	ELLIOTT	ONLINE TRAINING FACILITATOR	19,550.93		0.02	19,550.95
WARD	JOHN	BOKS INSTRUCTOR	0.00		1,100.00	1,100.00
WARREN	DANIEL	SYSTEM ENGINEER	72,876.62		1,845.01	74,721.63
WHITE	SANDRA	LEVEL I SECRETARY	59,561.56		454.55	60,016.11
WILLIAMS	PATRICIA	LEVEL I SECRETARY	54,282.29		877.69	55,159.98
WILSON	KRISTEN	CERTIFIED LICENSED ASSISTANT	21,821.07		0.02	21,821.09
WILSON	LAKISHA	HELP DESK MANAGER	78,417.00		2,957.51	81,374.51
WU	LINDEN	INSTRUMENTAL MUSIC INST PRIVAT	14,237.18		37.07	14,274.25
ZIAD	NAZ	LEVEL III SECRETARY SCHOOL YR	12,877.71			12,877.71
ZITOLI	JILLIAN	ABA TECHNICIAN	31,567.11		192.16	31,759.27
PARA PROFESSIONALS			5,450,884.69	4,343.19	203,000.04	5,658,227.92
ACKERLEY	LAUREN	PARA EDUCATORS - PRE & MIDDLE2	25,751.44		1,251.87	27,003.31
ALBAN	NICOLE	KINDER TUTOR AFTER 08/2015	20,256.61		1,187.35	21,443.96
ALGUS	KAREN	KINDERGARTEN TUTOR GRANDFATHER	19,614.06		113.97	19,728.03
ARNO	KIMBERLEE	CAFETERIA MONITOR	11,962.93		0.00	11,962.93
BABSON	JOANNE	PARA EDUCATORS - PRE & MIDDLE2	22,082.19		1,097.67	23,179.86
BALDERSON	JULIE	PARA EDUCATORS - PRE & MIDDLE2	25,751.44		1,228.99	26,980.43
BALLOU	SARA	ABA TECHNICIAN	10,665.77		73.42	10,739.19
BANDAY	SAVERA	PARA EDUCATORS - PRE & MIDDLE2	25,751.44		1,083.01	26,834.45
BATES	GINA	PARA EDUCATORS - PRE & MIDDLE2	24,626.30	134.90	1,112.24	25,873.44
BERELOWITZ	ELANA	PARA EDUCATORS - ELM	27,986.36		775.67	28,762.03
BERGIN	JAN	PARA EDUCATORS - ELM	28,034.36		618.91	28,653.27
BERLIN	JOAN	FEIP TUTORS	12,947.68		37.94	12,985.62
BHATNAGAR	SHELLY	PARA EDUCATORS - ELM2	28,656.81	1,710.35	1,091.87	31,459.03
BORREGO	KARYN	PARA EDUCATORS HIGH SCHOOL	27,292.20	2,510.98	588.78	30,391.96
BRADFORD	MARTHA	CAFETERIA MONITOR	2,133.09		0.00	2,133.09
BREDIN	JENNIFER	PARA EDUCATORS - ELM	27,516.78		731.32	28,248.10
BROWN	LOIS	FEIP TUTORS	7,611.63		0.00	7,611.63
BROWNING	CHRISTINE	PARA EDUCATORS - ELM2	28,638.48		2,483.41	31,121.89
BRUCE	MICHAEL	PARA EDUCATORS - PRE & MIDDLE	1,879.80		37.87	1,917.67
CAIN	KAREN	PARA EDUCATORS - PRE & MIDDLE2	30,041.28		1,224.71	31,265.99
CALDERON	MARY	PARA EDUCATORS - ELM	28,012.36		697.34	28,709.70
CAMERINI	SHEILA	KINDER TUTOR AFTER 08/2015	4,260.69		30.12	4,290.81
CARRICK	IRENE	MEDIA PARA HIGH SCHOOL	34,287.38	691.38	1,719.77	36,698.53
CHAN	JENNIFER	PARA EDUCATORS - ELM	5,713.98		33.04	5,747.02
COAN	LAWRENCE	PARA EDUCATORS HIGH SCHOOL2	9,146.83		1,120.07	10,266.90
COLES	GARY	PARA EDUCATORS HIGH SCHOOL2	28,068.83		9,538.07	37,606.90
CORCORAN	ERIN	PARA EDUCATORS - ELM	18,453.63		327.38	18,781.01
CULKIN	CONSTANCE	MEDIA PARA PRE & MIDDLE	28,982.54		740.98	29,723.52
CUNNINGHAM	KAREN	KINDERGARTEN TUTOR GRANDFATHER	21,340.63		69.13	21,409.76
CUNNINGHAM	CORRINE	KINDER TUTOR AFTER 08/2015	20,529.49		0.00	20,529.49
DALICANDRO	ROSARIA	PARA EDUCATORS HIGH SCHOOL2	28,816.63		1,177.06	29,993.69
DALY	KATHLEEN	PARA EDUCATORS HIGH SCHOOL	28,439.16		1,028.82	29,467.98
DANIELSON	AMY	PARA EDUCATORS HIGH SCHOOL2	35,296.69	2,963.20	1,192.55	39,452.44
DELPRETE	GINA	PARA EDUCATORS - ELM	12,664.12		1,189.63	13,853.75
DESANTIS	GRETCHEN	CAFETERIA MONITOR	3,252.18		0.00	3,252.18
DESIMONE	SARAH	PARA EDUCATORS - PRE & MIDDLE2	27,630.77		1,204.11	28,834.88
DEVROUDE	LISL	PARA EDUCATORS - ELM2	27,417.19		1,701.72	29,118.91
DIBARTOLA	APRIL	KINDERGARTEN TUTOR GRANDFATHER	19,728.14		57.26	19,785.40
DIGIANDOMENICO	MARISSA	CAFETERIA MONITOR	2,041.11		0.00	2,041.11
DISNEY	KARIENE	PARA EDUCATORS - PRE & MIDDLE	23,177.98		1,404.98	24,582.96

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Last Name	First Name	Job Class Description	BASE	OT	OTHER	TOTAL
DISTEFANO	REBECCA	PARA EDUCATORS - ELM2	24,094.19			1,185.23
DIXON	JUDITH	MEDIA PARA ELEMENTARY	31,191.70			1,621.05
DONOVAN	AMY	PARA EDUCATORS - PRE & MIDDLE2	10,245.76			846.22
DUNN	LAUREL	BUILDING PARA (HIRED AFTER 94)	11,049.60			860.36
FANTASIA	KATE	PARA EDUCATORS - PRE & MIDDLE2	26,618.67			1,095.08
FENNELL CABRAL	KELLY	PARA EDUCATORS - PRE & MIDDLE2	21,894.59			637.41
FERNANDES	MICHELE	PARA EDUCATORS - PRE & MIDDLE2	28,591.20			1,281.53
FITCH	KAITLYN	KINDER TUTOR AFTER 08/2015	12,672.19			10.80
FITZGERALD	AMY	PARA EDUCATORS - ELM2	19,261.91	1,742.98		1,019.04
FLAHERTY	JOANNE	PARA EDUCATORS - PRE & MIDDLE	30,726.20	1,747.98		1,177.05
FLYNN	JILL	CAFETERIA MONITOR	824.88			0.00
FONTES	ELAINE	PARA EDUCATORS - PRE & MIDDLE	20,909.90			-506.34
FORTINI	DOMINIQUE	PARA EDUCATORS HIGH SCHOOL2	32,314.49	1,091.32		1,259.13
FOSTER	JOANNE	FEIP TUTORS	14,553.52			37.70
GELFAND	CHERYL	PARA EDUCATORS - ELM2	28,761.36			1,152.20
GERSH	MADELINE	PARA EDUCATORS - ELM2	28,357.76			1,158.32
GHILANI	STEPHANIE	PARA EDUCATORS - ELM	7,507.46			55.13
GHODRAT	SEDI	PARA EDUCATORS HIGH SCHOOL2	28,816.63			1,627.06
GINZBURG	ANNA	KINDER TUTOR AFTER 08/2015	9,158.84			0.00
GOLDBERG	SAMANTHA	PARA EDUCATORS - ELM2	28,357.76			1,158.32
GOSS	JUDY	PARA EDUCATORS - ELM	30,142.61			804.62
GREENE	WINNIE	MEDIA PARA ELEMENTARY	24,953.40			1,227.18
GUTHRY	JULIA	KINDER TUTOR AFTER 08/2015	3,448.21			22.19
HALL	MARNIE	PARA EDUCATORS HIGH SCHOOL	28,439.16			628.82
HANNON	JOAN	FEIP TUTORS	8,781.06			35.09
HARTIN	TORI	PARA EDUCATORS - ELM2	32,055.04	1,440.96		1,127.44
HAVA	MICHAELA	KINDER TUTOR AFTER 08/2015	14,988.21			43.98
HINRICH	AMY	PARA EDUCATORS - ELM	10,479.12			1,375.63
HOWELL	ADRIENNE	PARA EDUCATORS - ELM	6,142.52			40.81
HOWLAND	DANIELLE	PARA EDUCATORS HIGH SCHOOL2	29,691.18			1,609.45
JACKSON	ALEXANDRA	KINDER TUTOR AFTER 08/2015	8,720.16			0.00
JAFFE	LAURIE	FEIP TUTORS	13,838.32			80.51
JOHNSON	KAREN	PARA EDUCATORS - PRE & MIDDLE	8,850.09			65.61
KELLEY	SHANNEN	PARA EDUCATORS - ELM2	31,515.41			1,289.49
KENIRY	JENNIFER	PARA EDUCATORS - ELM2	28,357.76			1,076.62
KENNY	BRENDA	KINDER TUTOR AFTER 08/2015	2,678.78			0.00
KLEPPER	ROBERT	PARA EDUCATORS - PRE & MIDDLE	34,209.93	3,650.33		1,195.27
KNAPIK	DEBRA	KINDER TUTOR AFTER 08/2015	15,448.63			41.14
KRAMER	REBECCA	PARA EDUCATORS - PRE & MIDDLE	14,785.90			476.93
LANGAN	LEIGH ANN	MEDIA PARA ELEMENTARY	31,191.70			1,830.22
LANOUE	MICHELLE	CAFETERIA MONITOR	1,813.49			0.00
LEARY	JOAN	PARA EDUCATORS - PRE & MIDDLE2	22,901.21			683.10
LEDDY	COLIN	PARA EDUCATORS - ELM2	13,554.60			2,984.05
LEVINE	LOUISE	PARA EDUCATORS - PRE & MIDDLE	27,171.14			5,703.20
LIQUORI	CELIA	PARA EDUCATORS - ELM	24,677.49			319.48
LOCKHART	VIRGINIA	PARA EDUCATORS - PRE & MIDDLE2	15,945.68			1,134.81
LOCKWOOD	AMANDA	PARA EDUCATORS - PRE & MIDDLE2	27,236.15			1,570.20
LOVE	LYNNE	FEIP TUTORS	7,825.05			0.00
LUBARSKY	MARCY	PARA EDUCATORS - ELM	27,986.36			612.83
LUSTBERG	RYAN	PARA EDUCATORS - ELM2	27,336.15			687.86
LYDON	MARGARET	FEIP TUTORS	12,774.71			36.75
LYNCH	CLAIRE	PARA EDUCATORS - ELM	27,986.36			718.83
MABARDY	LISA	PARA EDUCATORS HIGH SCHOOL	9,633.56			2,483.87
MACDONALD	DUNCAN	PARA EDUCATORS - ELM	20,897.63	573.02		1,276.61
MAKRANSKY	BARBARA	MEDIA PARA ELEMENTARY	31,191.70			1,615.05
MALTINSKY	EMILY	PARA EDUCATORS - PRE & MIDDLE	17,439.05			72.15
MANA	MIRELA	PARA EDUCATORS - ELM	432.66			4.33
MATHESON	PAIGE	PARA EDUCATORS - ELM2	3,456.87			134.57
MATHYK	SCOTT	PARA EDUCATORS - ELM2	16,424.12			1,056.52
MCCALL	KATHLEEN	FEIP TUTORS	12,460.91			36.99
MCCAULEY	MELISSA	FEIP TUTORS	15,726.01			37.52
MCDONALD	STACIE	PARA EDUCATORS - PRE & MIDDLE2	20,795.75			667.57
MCDONOUGH	ALYCIA	PARA EDUCATORS - PRE & MIDDLE2	7,566.92			54.10
MCGILLIS	JENNIFER	MEDIA PARA HIGH SCHOOL	33,058.22			1,186.39
MCGINTY	EILEEN	FEIP TUTORS	9,820.79			7.98
MCGOVERN-THERIAULT	ANN MARIE	PARA EDUCATORS - PRE & MIDDLE2	31,864.74			2,039.27
MCKENZIE	LYNN	CAFETERIA MONITOR	1,834.75			0.00
MCTAGUE	BARBARA	PARA EDUCATORS - ELM2	27,130.17			1,062.40
MERRIGAN	JANET	FEIP TUTORS	8,773.22			10.80
MIODUSZEWSKI	ALEX	PARA EDUCATORS HIGH SCHOOL	25,509.25			3,781.33
MIRYUSEFI MAAFI	SEYDEH	CAFETERIA MONITOR	5,246.55			20.44
MIYASATO	JESSICA	KINDER TUTOR AFTER 08/2015	15,118.64			46.47
MOORE	MELISSA	PARA EDUCATORS HIGH SCHOOL2	24,611.95			1,223.71
MORIARTY	CAROLYN	KINDERGARTEN TUTOR GRANDFATHER	19,777.52			58.36
MORIN	JOSEPH	PARA EDUCATORS - PRE & MIDDLE2	25,276.15			1,683.44
MORRISSEY	DAWN	PARA EDUCATORS - PRE & MIDDLE	25,027.73			347.55
MOSS	REBECCA	MEDIA PARA ELEMENTARY	31,191.70			2,021.05
MOUNTAIN	DANIELLE	PARA EDUCATORS - PRE & MIDDLE2	12,720.95			790.23
MUDARRI	SUSAN	PARA EDUCATORS - PRE & MIDDLE2	31,592.01	2,303.41		1,624.71
NAVARRO	NANCY	PARA EDUCATORS HIGH SCHOOL	28,439.16			1,531.82
O LEARY	DANIEL	PARA EDUCATORS HIGH SCHOOL	28,553.91			709.66
OLEN	KAREN	PARA EDUCATORS - PRE & MIDDLE	27,171.14			600.92
PAUL	MARGARET	PARA EDUCATORS - PRE & MIDDLE	27,658.88	2,156.13		592.05
PINI	HEATHER	CAFETERIA MONITOR	2,441.59			0.00
POTHIER	GABRIELLE	PARA EDUCATORS - PRE & MIDDLE2	7,488.58			55.52
PREBENSEN	DEBORAH	PARA EDUCATORS - PRE & MIDDLE	27,171.14			1,253.20
PROFIT	ADDIE	PARA EDUCATORS - PRE & MIDDLE2	25,276.15			1,071.51
RANGE	JUDITH	CAFETERIA MONITOR	5,816.86			20.15
READ	SUSAN	MEDIA PARA PRE & MIDDLE	28,982.54			640.98
ROBERTS	MACKENZIE	PARA EDUCATORS - ELM2	24,310.72			1,010.16
ROMANO	MARY	KINDERGARTEN TUTOR GRANDFATHER	18,225.32			57.73
ROSENBERG	DOLORES	PARA EDUCATORS - PRE & MIDDLE2	18,107.86			1,061.03
ROSENBLIOM	EDWARD	CAFETERIA MONITOR	3,363.07			0.00
ROSSETTI	SARAH	PARA EDUCATORS - ELM2	25,861.52			1,096.34
ROY	JENNIFER	PARA EDUCATORS - PRE & MIDDLE2	17,280.23			470.73
RUIZ	ASHLEY	PARA EDUCATORS - ELM2	25,517.13			979.85
SAWAN	MICHELLE	KINDER TUTOR AFTER 08/2015	6,899.44			44.81
SEIN	KOURTNEY	PARA EDUCATORS - ELM2	8,932.18			65.49
SHARKAWY	NOURIN	PARA EDUCATORS - ELM2	27,417.19			1,127.93
SHAUGHNESSY	ELIZABETH	PARA EDUCATORS - ELM	27,986.36			618.83
SHAW	MEREDITH	CAFETERIA MONITOR	708.72			0.00

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SILVA	TAMARA	PARA EDUCATORS - PRE & MIDDLE		2,282.07		0.00
SILVA	VITOR	PARA EDUCATORS HIGH SCHOOL2	23,137.08		1,310.82	24,447.90
SLAUTA	MARTHA	PARA EDUCATORS - ELM	27,986.36		718.83	28,705.19
SOPHIS	PATRICIA	PARA EDUCATORS - ELM2	28,357.76		1,539.08	29,896.84
SOUZA	JEAN	PARA EDUCATORS - ELM	27,986.36		809.00	28,795.36
SPINAZOLA	ROBYN	PARA EDUCATORS - PRE & MIDDLE	28,951.33	1,859.09	559.22	31,369.64
STEIN	NICHOLAS	PARA EDUCATORS - PRE & MIDDLE	3,786.01		140.55	3,926.56
STEINMAN	TAMAR	PARA EDUCATORS - ELM	11,343.95		179.60	11,523.55
SUDHEENDRA	POOJA	KINDER TUTOR AFTER 08/2015	8,719.63		2.77	8,722.40
SULLIVAN	HEIDI	PARA EDUCATORS - ELM	14,901.38		480.56	15,381.94
TABENKIN	LISA	FEIP TUTORS	9,146.44		12.45	9,158.89
TESSIER	AUBRY	PARA EDUCATORS - ELM2	26,778.83	1,496.48	1,056.54	29,331.85
TEWKSBURY	AMANDA	KINDER TUTOR AFTER 08/2015	7,009.32		53.97	7,063.29
THATCHER	TAMARA	PARA EDUCATORS HIGH SCHOOL	21,651.79		838.47	22,490.26
TINGLEY	MEGAN	PARA EDUCATORS - ELM2	24,220.00		1,056.57	25,276.57
TOOMEY	MICHELE	PARA EDUCATORS - PRE & MIDDLE2	29,982.77		1,220.97	31,203.74
TOWLUN	KIMBERLY	PARA EDUCATORS - ELM2	22,551.41		1,149.26	23,700.67
TRAYERS	LISA	PARA EDUCATORS HIGH SCHOOL	31,493.81	1,646.81	1,078.82	34,219.44
VERDERBER	JODI	PARA EDUCATORS - PRE & MIDDLE	28,457.22		595.75	29,052.97
WALKER	SUSAN	PARA EDUCATORS - ELM	28,022.36		719.19	28,741.55
WALLACE	TERRI	PARA EDUCATORS - ELM	25,126.76		156.52	25,283.28
WALTON	LAUREN	PARA EDUCATORS - ELM2	14,598.85		1,006.96	15,605.81
WATJEN	MARGARET	PARA EDUCATORS - ELM2	19,009.58		494.58	19,504.16
WEDDLE	KRISTINE	PARA EDUCATORS - ELM	12,621.46		258.45	12,879.91
WHITE	LESLIE	PARA EDUCATORS - PRE & MIDDLE	26,188.37		641.67	26,830.04
WHITNEY	KATHELEEN	PARA EDUCATORS HIGH SCHOOL2	30,781.12	1,682.65	1,709.14	34,172.91
WHITNEY	JEAN	PARA EDUCATORS - ELM	27,681.86		612.75	28,294.61
WILSON	LAURA	KINDER TUTOR AFTER 08/2015	9,046.19		0.00	9,046.19
WOOLARD	MICHELE	PARA EDUCATORS - PRE & MIDDLE	33,114.99	409.92	918.42	34,443.33
YANCEY	CAITLYN	PARA EDUCATORS - ELM2	1,036.06		0.00	1,036.06
YANG	JYOUNG	KINDER TUTOR AFTER 08/2015	14,715.57		41.61	14,757.18
YZAGUIRRE	RAQUEL	KINDER TUTOR AFTER 08/2015	4,329.64		29.05	4,358.69
ZANCHI	MARY	PARA EDUCATORS - ELM	28,664.50		1,047.26	29,711.76
ZIRLEN	BARBARA	PARA EDUCATORS - PRE & MIDDLE	27,023.33		1,097.96	28,121.29
			3,427,188.54	29,811.89	138,957.34	3,595,957.77

SUMMER SCHOOL/SUMMER STAFF

ALBAN	NICOLE	SUMMER SCHOOL REMEDIAL STAFF	1,721.60		17.22	1,738.82
ALGUS	KAREN	SUMMER SCHOOL REMEDIAL STAFF	1,920.00		19.20	1,939.20
BANDAY	SAVERA	SUMMER SCHOOL REMEDIAL STAFF	1,721.60		17.22	1,738.82
BATES	GINA	SUMMER SCHOOL REMEDIAL STAFF	1,721.60		0.00	1,721.60
BERELOWITZ	ELANA	SUMMER SCHOOL REMEDIAL STAFF	1,721.60		17.22	1,738.82
BHATNGAR	SHELLY	SUMMER SCHOOL REMEDIAL STAFF	1,721.60		0.00	1,721.60
BHUPATIRAJU	INDIRA	NATICK SUMMER ACADEMICS	1,440.00		14.40	1,454.40
BIXBY	CAITLIN	NATICK SUMMER ACADEMICS	1,080.00		10.80	1,090.80
BOYLE	MICHELLE	NATICK SUMMER ACADEMICS	1,440.00		14.40	1,454.40
BREDIN	JENNIFER	SUMMER SCHOOL REMEDIAL STAFF	1,872.96		18.73	1,891.69
BRENNEMAN	JENNIFER	NATICK SUMMER ACADEMICS	2,688.00			2,688.00
BROWNING	CHRISTINE	SUMMER SCHOOL REMEDIAL STAFF	1,721.60			1,721.60
BUCKMIRE	JOVANNE	SUMMER SCHOOL REMEDIAL STAFF	2,400.00		24.00	2,424.00
BUTTERFIELD	SARAH	SUMMER SCHOOL REMEDIAL STAFF	2,880.00			2,880.00
CASEY	KEVIN	NATICK SUMMER ACADEMICS	2,520.00			2,520.00
CAULFIELD	GINA	TITLE 1 SUMMER SCHOOL	2,107.43			2,107.43
COLES	GARRY	NATICK SUMMER ACADEMICS	3,762.50			3,762.50
CULVERHOUSE	KATE	NATICK SUMMER ACADEMICS	1,440.00		14.40	1,454.40
CUNNINGHAM	KAREN	NATICK SUMMER ACADEMICS	1,440.00		14.40	1,454.40
D'ADDEO	LAUREN	NATICK SUMMER ACADEMICS	1,620.00		16.20	1,636.20
D'ANGELO	MARK	NATICK SUMMER ACADEMICS	1,080.00		10.80	1,090.80
DACEY	JOAN	SUMMER SCHOOL REMEDIAL STAFF	2,065.92			2,065.92
DALTON THOMAS	KAREN	NATICK SUMMER ACADEMICS	135.00			135.00
DANIELSON	AMY	SUMMER SCHOOL REMEDIAL STAFF	1,721.60			1,721.60
DESAUTELS	LAUREN	NATICK SUMMER ACADEMICS	1,440.00		14.40	1,454.40
DESIMONE	SARAH	SUMMER SCHOOL REMEDIAL STAFF	1,678.56			1,678.56
DIANTONIO	NICHOLAS	NATICK SUMMER ACADEMICS	4,760.00			4,760.00
DIORENZO	LOREN	NATICK SUMMER ACADEMICS	1,440.00		14.40	1,454.40
DION	CHRISTINE	NATICK SUMMER ACADEMICS	1,440.00		14.40	1,454.40
DISTEFANO	REBECCA	SUMMER SCHOOL REMEDIAL STAFF	1,721.60		17.22	1,738.82
DUMONT	RICHARD	NATICK SUMMER ACADEMICS	1,080.00		10.80	1,090.80
DUNLAP	NANCY	SUMMER SCHOOL REMEDIAL STAFF	2,400.00			2,400.00
FANTASIA	KATE	SUMMER SCHOOL REMEDIAL STAFF	1,721.60		17.22	1,738.82
FAZIO	GIUSEPPE	SUMMER SCHOOL REMEDIAL STAFF	2,400.00			2,400.00
FENNELL CABRAL	KELLY	SUMMER SCHOOL REMEDIAL STAFF	1,721.60		17.22	1,738.82
FITCH	KAITLYN	NATICK SUMMER ACADEMICS	1,440.00		14.40	1,454.40
FITZGERALD	AMY	SUMMER SCHOOL REMEDIAL STAFF	1,721.60			1,721.60
FLEMING	CHRISTINE	SUMMER SCHOOL REMEDIAL STAFF	2,400.00			2,400.00
FRIES	ERIC	NATICK SUMMER ACADEMICS	0.00		9,000.00	9,000.00
GALLIVAN	ALICE	NATICK SUMMER ACADEMICS	1,440.00		14.40	1,454.40
GELFAND	CHERYL	SUMMER SCHOOL REMEDIAL STAFF	2,400.00			2,400.00
GERARD	GABRIELLE	SUMMER SCHOOL REMEDIAL STAFF	2,400.00			2,400.00
GERSH	MADELINE	SUMMER SCHOOL REMEDIAL STAFF	2,400.00			2,400.00
GOLDBERG	SAMANTHA	SUMMER SCHOOL REMEDIAL STAFF	1,721.60			1,721.60
GOULART	WILLIAM	NATICK SUMMER ACADEMICS	1,440.00		14.40	1,454.40
GREEN	ELIZABETH	NATICK SUMMER ACADEMICS	2,688.00			2,688.00
GREGG	ELIZABETH	NATICK SUMMER ACADEMICS	1,440.00		14.40	1,454.40
HALLY	COURTNEY	NATICK SUMMER ACADEMICS	1,440.00		14.40	1,454.40
HAND	CAROLINE	NATICK SUMMER ACADEMICS	1,440.00		14.40	1,454.40
HANSON	KELLY	NATICK SUMMER ACADEMICS	720.00		7.20	727.20
HARRINGTON	KATE	NATICK SUMMER ACADEMICS	1,440.00		14.40	1,454.40
HARTIN	TORI	SUMMER SCHOOL REMEDIAL STAFF	2,400.00			2,400.00
HASKELL	AMY	NATICK SUMMER ACADEMICS	2,604.00			2,604.00
HASWELL	MARGARET	SUMMER SCHOOL REMEDIAL STAFF	1,721.60			1,721.60
HASWELL	KATHERINE	SUMMER SCHOOL REMEDIAL STAFF	1,721.60			1,721.60
HAUSERMANN	DANIEL	NATICK SUMMER ACADEMICS	0.00		9,000.00	9,000.00
JOYCE	KATHRYN	NATICK SUMMER ACADEMICS	1,320.00		13.20	1,333.20
KELLEHER	KATHRYN	NATICK SUMMER ACADEMICS	1,440.00		14.40	1,454.40
KELLEY	SHANNEN	SUMMER SCHOOL REMEDIAL STAFF	2,880.00			2,880.00
KELLY	TINA	NATICK SUMMER ACADEMICS	3,333.00			3,333.00
KIRITSY	TARA	SUMMER SCHOOL REMEDIAL STAFF	3,200.00		32.00	3,232.00
KUZINEVICH	ALLISON	NATICK SUMMER ACADEMICS	480.00		4.80	484.80
LAUFER	KATHLEEN	SUMMER SCHOOL REMEDIAL STAFF	2,400.00		24.00	2,424.00
LICHODOLUK	JESSICA	SUMMER SCHOOL REMEDIAL STAFF	2,880.00		28.80	2,908.80

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Last Name	First Name	Job Class Description	BASE	OT	OTHER	TOTAL
LIPTAK	KAREN	SUMMER SCHOOL REMEDIAL STAFF	1,920.00			1,920.00
MAGILL	AMY	SUMMER SCHOOL REMEDIAL STAFF	2,400.00		24.00	2,424.00
MAGNUSON	SUZANNA	NATICK SUMMER ACADEMICS	1,080.00		10.80	1,090.80
MAKI	BENJAMIN	SUMMER SCHOOL REMEDIAL STAFF	2,400.00			2,400.00
MCGOVERN-THERIAULT	ANNMARIE	SUMMER SCHOOL REMEDIAL STAFF	2,400.00			2,400.00
MERRIGAN	JANET	NATICK SUMMER ACADEMICS	1,200.00		12.00	1,212.00
MEYER	KATHRYN	SUMMER SCHOOL REMEDIAL STAFF	1,721.60		17.22	1,738.82
MILCH	DOUGLAS	NATICK SUMMER ACADEMICS	4,224.00			4,224.00
MILLER	DANIELLE	TITLE 1 SUMMER SCHOOL	2,107.43			2,107.43
MORAN	MEGAN	NATICK SUMMER ACADEMICS	2,772.00			2,772.00
MORIARTY	CAROLYN	NATICK SUMMER ACADEMICS	1,560.00		15.60	1,575.60
MORIN	JOSEPH	SUMMER SCHOOL REMEDIAL STAFF	1,721.60			1,721.60
MOUNTAIN	DANIELLE	SUMMER SCHOOL REMEDIAL STAFF	2,400.00			2,400.00
MUDARRI	SUSAN	SUMMER SCHOOL REMEDIAL STAFF	1,721.60			1,721.60
MURPHY	SHAUNA	SUMMER SCHOOL REMEDIAL STAFF	2,400.00			2,400.00
MURPHY	JOSEPH	NATICK SUMMER ACADEMICS	1,080.00		10.80	1,090.80
MURRAY	CHRISTINA	NATICK SUMMER ACADEMICS	480.00		4.80	484.80
MUSSI	JAIME	NATICK SUMMER ACADEMICS	720.00		7.20	727.20
NEMETH	AMANDA	SUMMER SCHOOL REMEDIAL STAFF	3,520.00			3,520.00
NEWMAN	SARAH	SUMMER SCHOOL REMEDIAL STAFF	1,721.60		17.22	1,738.82
O BRIEN	KATELYN	SUMMER SCHOOL REMEDIAL STAFF	2,880.00			2,880.00
O LEARY	DANIEL	NATICK SUMMER ACADEMICS	4,356.00			4,356.00
O LEARY	JULIE	SUMMER SCHOOL REMEDIAL STAFF	2,400.00			2,400.00
O REILLY	ERIN	SUMMER SCHOOL REMEDIAL STAFF	2,400.00			2,400.00
OLEARY	EDWARD	SUMMER SCHOOL REMEDIAL STAFF	2,400.00			2,400.00
PATSOS	JOHN	SUMMER SCHOOL REMEDIAL STAFF	2,400.00			2,400.00
PAUL	MARGARET	SUMMER SCHOOL REMEDIAL STAFF	870.00			870.00
PAYNE	AMANDA	NATICK SUMMER ACADEMICS	1,920.00			1,920.00
PORTER	MEGAN	NATICK SUMMER ACADEMICS	1,440.00		14.40	1,454.40
POWSNER	SUSAN	SUMMER SCHOOL REMEDIAL STAFF	1,721.60			1,721.60
RIGDON	JENNIFER	NATICK SUMMER ACADEMICS	1,080.00		10.80	1,090.80
RILEY	EMMA	SUMMER SCHOOL REMEDIAL STAFF	3,200.00			3,200.00
ROGERS	ANDREA	NATICK SUMMER ACADEMICS	1,080.00		10.80	1,090.80
ROSENBERG	DOLORES	SUMMER SCHOOL REMEDIAL STAFF	2,400.00			2,400.00
RUSSO	MICHAEL	NATICK SUMMER ACADEMICS	5,682.50			5,682.50
SALVIA	AMY	SUMMER SCHOOL REMEDIAL STAFF	3,200.00			3,200.00
SCHNEEKLOTH	REBECCA	NATICK SUMMER ACADEMICS	1,440.00		14.40	1,454.40
SCHOTT	MEGHAN	TITLE 1 SUMMER SCHOOL	2,107.43			2,107.43
SLATTERY	ROBIN	NATICK SUMMER ACADEMICS	6,639.60			6,639.60
SOPHIS	PATRICIA	SUMMER SCHOOL REMEDIAL STAFF	2,400.00			2,400.00
SOUSA	CATHERINE	NATICK SUMMER ACADEMICS	1,320.00		13.20	1,333.20
SPINAZOLA	ROBYN	SUMMER SCHOOL REMEDIAL STAFF	1,635.52			1,635.52
STEERE	LUCAS	NATICK SUMMER ACADEMICS	1,440.00		14.40	1,454.40
STEFANINI	THOMAS	NATICK SUMMER ACADEMICS	1,080.00			1,080.00
SWEENEY	CHRISTINE	TITLE 1 SUMMER SCHOOL	2,400.00			2,400.00
TABENKIN	LISA	NATICK SUMMER ACADEMICS	1,200.00		12.00	1,212.00
TAGLIAPIETRA	PAUL	SUMMER SCHOOL REMEDIAL STAFF	0.00		12,000.00	12,000.00
TESSIER	AUBRY	SUMMER SCHOOL REMEDIAL STAFF	1,635.52		16.36	1,651.88
TILDEN	AMANDA	NATICK SUMMER ACADEMICS	1,440.00		14.40	1,454.40
TOWLUN	KIMBERLY	SUMMER SCHOOL REMEDIAL STAFF	1,721.60		17.22	1,738.82
TRAYERS	LISA	SUMMER SCHOOL REMEDIAL STAFF	1,721.60			1,721.60
TRISCHITTA	KATHERINE	NATICK SUMMER ACADEMICS	1,440.00		14.40	1,454.40
TURNER	BRENNA	TITLE 1 SUMMER SCHOOL	2,688.79			2,688.79
WALDRON	KIMBERLY	NATICK SUMMER ACADEMICS	480.00		4.80	484.80
WALLACE	TERRI	NATICK SUMMER ACADEMICS	1,100.00		35.40	1,135.40
WEBBER	KRISTEN	NATICK SUMMER ACADEMICS	1,080.00		10.80	1,090.80
WHITE	LESLIE	SUMMER SCHOOL REMEDIAL STAFF	1,721.60			1,721.60
WILSON	KRISTEN	SUMMER SCHOOL REMEDIAL STAFF	2,208.00		192.00	2,400.00
WOOD	JEFFERSON	TITLE 1 SUMMER SCHOOL	2,520.00			2,520.00
WOOLARD	MICHELE	SUMMER SCHOOL REMEDIAL STAFF	1,603.24			1,603.24
YEE	THERESA	TITLE 1 SUMMER SCHOOL	2,107.43			2,107.43
ZELIGER	CHRISTINE	NATICK SUMMER ACADEMICS	1,440.00		14.40	1,454.40
ZITOU	JILLIAN	SUMMER SCHOOL REMEDIAL STAFF	1,689.32			1,689.32
SCHOOL RACIAL IMBALANCE			245,897.35	0.00	31,388.27	277,285.62
CLAYTON	RASHEEDAH	DIRECTOR METCO-200 DAYS	85,628.64		4,341.55	89,970.19
GREEN	CATHERINE	ACADEMIC LIAISON	20,194.40		1,714.10	21,908.50
			105,823.04	0.00	6,055.65	111,878.69
AFTER SCHOOL PROGRAM						
AKER	DYLAN	ASAP TUTOR/MENTOR	306.00			306.00
ALESSANDRO	THERESA	ASAP INSTRUCTOR	10,283.66		35.20	10,318.86
AMARAL	MELANIE	ASAP INSTRUCTOR	336.65			336.65
AVALOS	MARY	ASAP SUBSTITUTE STAFF	2,348.74			2,348.74
BERG	SARA	ASAP SUBSTITUTE STAFF	241.31			241.31
BERSZONER	CHARLES	ASAP TUTOR/MENTOR	889.32			889.32
BLANCH	LAUREN	ASAP TUTOR/MENTOR	1,300.50			1,300.50
BRUMLEY	KENDALL	ASAP TUTOR/MENTOR	1,032.75			1,032.75
CAMAFORTE	DAVID	ASAP TUTOR/MENTOR	790.51			790.51
CAMPBELL	ALEX	ASAP ASSIST INSTRUCTOR	4,706.33		11.59	4,717.92
CANNY	CAROLINE	ASAP SUBSTITUTE STAFF	3,260.65			3,260.65
CHAVES	ZAC	ASAP ASSIST INSTRUCTOR	9,046.04		31.24	9,077.28
COYLE	MAUREEN	ASAP INSTRUCTOR	4,738.15			4,738.15
DALY	FIONA	ASAP TUTOR/MENTOR	1,122.00			1,122.00
DEVROUDE	JOHN	ASAP TUTOR/MENTOR	1,759.50			1,759.50
EDWARDS	LINCOLN	ASAP TUTOR/MENTOR	1,185.75			1,185.75
ELLIOTT	ABIGAIL	ASAP SUBSTITUTE STAFF	768.19			768.19
ELLIOTT	ALICE	ASAP TUTOR/MENTOR	1,176.19			1,176.19
ELLIS	TAYLOR	ASAP TUTOR/MENTOR	599.25			599.25
FARRELL	SARAH	ASAP SUBSTITUTE STAFF	1,656.00			1,656.00
FAULKNER	RYAN	ASAP TUTOR/MENTOR	959.45			959.45
FOSBERG	BENJAMIN	ASAP TUTOR/MENTOR	372.94			372.94
FOSBERG	SAMUEL	ASAP TUTOR/MENTOR	567.38			567.38
FUSARO	ALEXANDRA	ASAP SUBSTITUTE STAFF	8,967.17		650.29	9,617.46
GONZALEZ	LUZ	ASAP SUBSTITUTE STAFF	3,207.93			3,207.93
GORDON	DEBORAH	ASAP SUBSTITUTE STAFF	1,051.30			1,051.30
GOTTWALD	JILLIAN	ASAP ASSIST INSTRUCTOR	4,508.17			4,508.17
GREHN	ELIJAH	ASAP TUTOR/MENTOR	984.94			984.94
HENDERSON	ZACHARY	ASAP TUTOR/MENTOR	918.00			918.00
HODGE	ALIJAH	ASAP TUTOR/MENTOR	2,365.13			2,365.13
JEAN	MARILYN	ASAP INSTRUCTOR	4,205.75			4,205.75
KALDAS	GHADA	ASAP ASSIST INSTRUCTOR	1,010.09			1,010.09

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Last Name	First Name	Job Class Description	BASE	OT	OTHER	TOTAL
KELLEY	JENNIFER	ASAP ASST. SITE SUPERVISOR	18,496.65			18,496.65
KING	CHARLOTTE	ASAP TUTOR/MENTOR	535.50			535.50
LAMONDA	RALPH	ASAP INSTRUCTOR	11,833.82		42.47	11,876.29
LEERET	BENJAMIN	ASAP TUTOR/MENTOR	344.25			344.25
LEVENSTEIN	BARBARA	ASAP SUBSTITUTE STAFF	250.31			250.31
LOFTUS	MELISSA	ASAP TUTOR/MENTOR	707.86			707.86
LOFTUS	ADAM	ASAP TUTOR/MENTOR	344.25			344.25
MCENANEY	ANNA	ASAP TUTOR/MENTOR	682.13			682.13
MCLAUGHLIN	JORDAN	ASAP TUTOR/MENTOR	344.25			344.25
MCLEOD	MATTHEW	ASAP ASSIST INSTRUCTOR	4,489.98			4,489.98
MELA	MATTHEW	ASAP TUTOR/MENTOR	420.75			420.75
MERAI	JOSHUA	ASAP INSTRUCTOR	6,364.26			6,364.26
MORGAN DELOSSA	JASON	ASAP SUBSTITUTE STAFF	286.30			286.30
MURPHY DANIELS	COLLEEN	ASAP INSTRUCTOR	9,718.86		120.14	9,839.00
NASH	ANCA	ASAP ASSIST INSTRUCTOR	6,958.33		20.34	6,978.67
NATARELLI	MEEGAN	ASAP LEAD INSTRUCTOR	10,185.88		29.23	10,215.11
NATARELLI	EMILY	ASAP LEAD INSTRUCTOR	8,426.64			8,426.64
O SHEA	SHANNON	ASAP SUBSTITUTE STAFF	1,969.94		4.67	1,974.61
PAUL	ROBERT	ASAP ASSIST INSTRUCTOR	4,238.99			4,238.99
PEARSON	HEATHER	ASAP SUBSTITUTE STAFF	1,352.08			1,352.08
PEREZ	XAVIER	ASAP LEAD INSTRUCTOR	10,879.05		37.99	10,917.04
POWERS	MICHAEL	ASAP TUTOR/MENTOR	688.50			688.50
PRECI	ANTHONY	ASAP TUTOR/MENTOR	675.76			675.76
QUATTROCCHI	ALEXA	ASAP SUBSTITUTE STAFF	1,114.07			1,114.07
RAWLINGS	NATHAN	ASAP ASSIST INSTRUCTOR	4,353.34			4,353.34
RICE	DEREK	ASAP INSTRUCTOR	13,878.52		35.31	13,913.83
SCHNAIR	KATHLEEN	ASAP SUBSTITUTE STAFF	14,709.59		189.89	14,899.48
SHAHVARI	JOANNE	ASAP INSTRUCTOR	10,933.05		38.15	10,971.20
SINANIAN	ERICA	ASAP ASSIST INSTRUCTOR	7,457.42		22.43	7,479.85
SNEED	NOAH	ASAP TUTOR/MENTOR	688.50			688.50
VITAL	BRUNA	ASAP LEAD INSTRUCTOR	22,407.40		27.62	22,435.02
WARREN	ERIN	ASAP TUTOR/MENTOR	1,259.07			1,259.07
WEIDNER	RYAN	ASAP INSTRUCTOR	5,487.13			5,487.13
WEINHAUS	MAX	ASAP TUTOR/MENTOR	765.00			765.00
WHITTEN	EMILY	ASAP SUBSTITUTE STAFF	800.36			800.36
WOOLARD	EMMA	ASAP SUBSTITUTE STAFF	6,585.83		18.01	6,603.84
WOOLARD	HENRY	ASAP TUTOR/MENTOR	975.38			975.38
YEE	THERESA	ASAP INSTRUCTOR	5,348.59		1,629.96	6,978.55
ZANCA	MICHELLE	ASAP ASSIST INSTRUCTOR	2,341.24			2,341.24
ASAP SALARIED SCHOOL PROGRAM			275,964.57	0.00	2,944.53	278,909.10
CAP RENZI	MEGAN	ASAP DIRECTOR	85,502.04		0.00	85,502.04
CARVALHO	DINA	ASAP SITE SUPERVISOR	26,424.61		464.96	26,889.57
DOUGALL	SARAH	ASAP COORDINATOR	24,760.22		51.06	24,811.28
DUBOIS	DANIELLE	ASAP SITE SUPERVISOR	30,522.37		71.94	30,594.31
FEELY	ASHLEY	ASAP COORDINATOR	16,058.66		1,333.33	17,391.99
FULTON	MORGAN	ASAP SITE SUPERVISOR	32,114.83		1,361.09	33,475.92
GAGNER	MARYLOU	ASAP SITE SUPERVISOR	31,314.20		4,996.57	36,310.77
HEYDE	MEGAN	ASAP SITE SUPERVISOR	29,962.83		933.78	30,896.61
HIGGINS	PAMELA	ASAP SITE SUPERVISOR	31,514.63		936.45	32,451.08
LEFRANCOIS	PETER	HOURLY ASAP ASST SITE SUPVSR	12,460.76		242.30	12,703.06
MCARDLE	JULIANNE	ASAP COORDINATOR	18,950.17		0.01	18,950.18
MORAN	MARGARET	ASAP ASSISTANT DIRECTOR	43,709.22		84.81	43,794.03
MUCCARONE	DEBBIE	ASAP COORDINATOR	23,917.48		79.40	23,996.88
NATARELLI	LINDSEY	HOURLY ASAP ASST SITE SUPVSR	25,382.39		55.49	25,437.88
RAWLINGS	CATHERINE	ASAP COORDINATOR	27,493.52		63.90	27,557.42
ROBERTS	AMANDA	ASAP SITE SUPERVISOR	33,439.39		865.96	34,305.35
ROGERS	MATTHEW	ASAP ASST. SITE SUPERVISOR	19,126.60		0.02	19,126.62
SULSER	DIANE	ASAP ASST. SITE SUPERVISOR	27,469.69		57.35	27,527.04
WALSH	PATRICK	ASAP SITE SUPERVISOR	31,023.04		1,890.31	32,913.35
WELLS	SAMUEL	HOURLY ASAP ASST SITE SUPVSR	25,159.46		65.22	25,224.68
			596,306.11		13,553.95	609,860.06
SCHOOL LUNCH						
BAILEY	NICOLE	FOOD SERVICE MIDDLE SCHOOL MGR	26,475.50	415.45	1,660.47	28,551.42
CARSON	JOANN	SUBSTITUTE FOOD SERVICE WRKR	410.09		42.34	452.43
COADY	CYRA	FOOD SERVICE WORKER PART TIME	3,232.15		831.41	4,063.56
COLLINS	JODI	FOOD SERVICE WORKER PART TIME	2,709.04		778.41	3,487.45
CRONE	BECKY	FOOD SERVICE WORKER PART TIME	3,995.14		396.45	4,391.59
CRONE	ROBYN	FOOD SERVICE WORKER PART TIME	3,230.38		829.41	4,059.79
DAMICO	MARIA	FOOD SERVICE WORKER PART TIME	1,406.25		270.01	1,676.26
DE DOMING	TONI	FOOD SERVICE WORKER PART TIME	4,208.75		380.10	4,588.85
DESJARDIN	ARLENE	FOOD SERVICE WORKER PART TIME	9,227.76		664.90	9,892.66
DILL	MATTHEW	SUBSTITUTE FOOD SERVICE WRKR	3,321.11		746.40	4,067.51
DUNN	PATRICIA	FOOD SERVICE WORKER PART TIME	4,702.46		513.23	5,215.69
FAIR	KRISTINE	FOOD SERVICE COOK	22,321.81	17.41	1,553.32	23,892.54
FEBUS	VIRGINIA	FOOD SERVICE COOK BAKER	19,438.97	305.19	1,783.39	21,527.55
FENNELL	JULIE	FOOD SERVICE WORKER PART TIME	3,044.97		196.87	3,241.84
FORAN	ROSEANN	FOOD SERVICE COOK SUPERVISOR	24,864.64	445.46	1,716.15	27,026.25
FOUNTAIN	LAURA	FOOD SERVICE WORKER PART TIME	8,565.23		388.45	8,953.68
HARROW	CHARLENE	FOOD SERVICE WORKER PART TIME	5,005.68		579.15	5,584.83
HERTZBERG	MARTHA	FOOD SERVICE WORKER PART TIME	3,891.30		200.63	4,091.93
HLADICK	LOIS	FOOD SERVICE WORKER PART TIME	7,234.54		665.51	7,900.05
JENCUNAS	ANN	FOOD SERVICE MANAGER HIGH SCH	27,791.26	177.60	1,430.10	29,398.96
KELLEY	ELIZABETH	FOOD SERVICE COOK BAKER	14,463.60		1,284.79	15,748.39
LAROSA	BARBARA	FOOD SERVICE WORKER PART TIME	4,451.48		412.43	4,863.91
LAVIN	SUSAN	FOOD SERVICE WORKER PART TIME	4,430.57	6.21	407.42	4,844.20
LEVERONE	DEBRA	FOOD SERVICE WORKER PART TIME	4,112.01		537.40	4,649.41
MARSO	KAREN	FOOD SERVICE COOK BAKER	9,246.64		1,807.42	11,054.06
MCGOVERN	KERI	FOOD SERVICE WORKER PART TIME	2,109.16			2,109.16
MURRAY	DONNA	FOOD SERVICE WORKER PART TIME	7,906.75		615.70	8,522.45
PARKHURST	MICHELLE	FOOD SERVICE COOK SUPERVISOR	24,949.06	239.63	1,384.59	26,573.28
POLO	JENNIFER	FOOD SERVICE WORKER PART TIME	7,165.18		598.03	7,763.21
SUTHERLAND	JOSEPHINE	FOOD SERVICE COOK BAKER	9,281.38		2,009.24	11,290.62
TAHMILI	ANGELA	SUBSTITUTE FOOD SERVICE WRKR	0.00		4.00	4.00
TINGLEY	SALLYANN	FOOD SERVICE WORKER PART TIME	7,650.82		377.31	8,028.13
TRUE	NOEL	FOOD SERVICE WORKER PART TIME	2,636.25		700.40	3,336.65
WILLIAMSON	MARYANN	FOOD SERVICE WORKER PART TIME	3,820.73		373.63	4,194.36
WONG	BETTY	FOOD SERVICE WORKER PART TIME	9,169.92		651.87	9,821.79
YAU	KIMBERLY	SUBSTITUTE FOOD SERVICE WRKR	726.54		190.02	916.56
YEE KWOK	DORIS	FOOD SERVICE WORKER PART TIME	8,864.99		438.66	9,303.65
			306,062.11	1,606.95	27,419.61	335,088.67

TOWN OF NATICK CALENDAR YEAR 2020

Last Name	First Name	Job Class Description	BASE	OT	OTHER	TOTAL
<u>SCHOOL SUPERVISION</u>						
BALBONI	SUSAN	PRINCIPAL ELEMENTARY EDUCATION	128,449.86		7,346.42	135,796.28
CARNEY	TERESA	PRINCIPAL MIDDLE EDUCATION	143,215.12		2,116.86	145,331.98
GILANI	KAREN	PRINCIPAL ELEMENTARY EDUCATION	139,313.62		2,187.74	141,501.36
HARRIGAN	BRIAN	PRINCIPAL SECONDARY EDUCATION	153,587.62		1,661.54	155,249.16
HOFFMAN	JORDAN	PRINCIPAL ELEMENTARY EDUCATION	128,449.86		5,553.26	134,003.12
KINKAD	MARYBETH	PRINCIPAL PRESCHOOL	123,027.98		1,529.91	124,557.89
MCCANN	AIDAN	PRINCIPAL ELEMENTARY EDUCATION	122,781.32		1,528.85	124,310.17
MILLER	ERIN	DIRECTOR PUPIL SERVICES	122,781.32		928.85	123,710.17
WASIK	STEFANI	PRINCIPAL ELEMENTARY EDUCATION	63,597.74		537.31	64,135.05
WELCH	ROBIN	PRINCIPAL ELEMENTARY EDUCATION	57,289.21		0.00	57,289.21
ZITOLI	ANDREW	PRINCIPAL MIDDLE EDUCATION	142,714.09		2,114.70	144,828.79
			1,325,207.74	0.00	25,505.44	1,350,713.18
<u>FY VICE PRIN/DIRECTORS</u>						
ANNIBALLI	ROBERT	DIRECTOR PHYSICAL EDUCATION	95,226.79		21,878.27	117,105.06
ARNOLD	CHRISTY	ASSISTANT PRINCIPAL ELMEN	109,834.52		797.24	110,631.76
CARNEY	NIALL	VICE PRINCIPAL MID MASTERS+15	130,509.02		2,169.50	132,678.52
COLE	ERICA	VP NHS MA+75	147,148.70		2,866.29	150,014.99
COLLINS	TIMOTHY	ATHLETIC DIRECTOR	124,294.76		718.89	125,013.65
D AGOSTINO	SUSAN	VICE PRIN MIDDLE SCHL YR M15	109,903.05		1,357.18	111,260.23
GALVIN	ZACHARY	VICE PRINCIPAL SECONDARY	136,722.61		790.76	137,513.37
GATTO	BENJAMIN	ASSISTANT PRINCIPAL ELMEN	107,303.36		1,282.02	108,585.38
GLYNN	CHRISTOPHER	VICE PRINCIPAL MID MASTERS+45	40,065.23		310.93	40,376.16
HATT	MEGAN	VICE PRINCIPAL MID MASTERS+15	125,983.41		4,217.20	130,200.61
HOYE	JASON	H.S. DEAN OF INSTRUCTION	101,065.98		12,275.44	113,341.42
MILLER	STEPHEN	DIR FINE ARTS M+30	95,226.79		29,091.60	124,318.39
STROTHER	MATTHEW	H.S. DEAN OF INSTRUCTION	111,172.08		13,597.40	124,769.48
			1,434,456.30	0.00	91,352.72	1,525,809.02
<u>BENNETT HEMENWAY SCHOOL</u>						
BORREGO	LILI	ELEMENTARY TEACHER MASTER +30	75,309.71		2,691.96	78,001.67
BRIONES	LISA	ELEMENTARY TEACHER MASTERS+75	102,604.89		1,643.95	104,248.84
CATLIN	SHIRA	ELEMENTARY SPECIALISTS MAS+15	21,851.30		169.58	22,020.88
DAHLHEIMER	SARAH	ELEMENTARY TEACHER MASTER +45	96,039.26		1,060.32	97,099.58
DEBIASE	LAURA	SPECIAL NEEDS TEACHER MASTR+45	97,682.33		535.60	98,217.93
DEWING	BENITA	ELEMENTARY TEACHER MASTER+15	77,678.57		248.30	77,926.87
DIORENZO	LOREN	ELEMENTARY TEACHER MASTERS	64,379.52		577.88	64,957.40
GOLDWAIT	MARYGRACE	ELEMENTARY TEACHER MASTER+15	88,687.75		246.32	88,934.07
HAYES	LISA	ELEMENTARY TEACHER MASTER +45	63,599.55		70.06	63,669.61
HUSE	ALISON	ELEMENTARY TEACHER MASTERS	86,638.69		234.60	86,873.29
KAUFMAN	EMILY	ELEMENTARY TEACHER MASTERS	31,471.36		659.32	32,130.68
KERN	LINDSAY	ELEMENTARY SPECIALISTS MAS+75	93,275.90		4,632.79	97,908.69
KILLORIN	JACQUELINE	ELEMENTARY TEACHER MASTERS+75	97,203.64		814.43	98,018.07
KRAKAUER	KATHRYN	ELEMENTARY TEACHER MASTERS+75	102,569.87		382.09	102,951.96
KRUSZEWSKA	CAROLINA	ELEMENTARY TEACHER MASTER+15	87,982.03		2,385.84	90,367.87
LAPLANTE	NINA	ELEMENTARY TEACHER MASTER +30	95,300.16		3,825.20	99,125.36
LETOVSKY	SHARON	ELEMENTARY SPECIALISTS MAS+45	95,232.46		875.34	96,107.80
LYONS	GABRIELLE	ELEMENTARY TEACHER BACHELOR	51,192.16		2,163.92	53,356.08
MCSHANE	VICTORIA	ELEMENTARY TEACHER MASTER +30	92,909.79		855.69	93,765.48
MITCHELL	AMBER	ELEMENTARY TEACHER MASTER+15	63,077.06		1,197.31	64,274.37
MOORES	LAUREN	ELEMENTARY TEACHER MASTER +30	56,079.77		68.64	56,148.41
MUNGER	MICHELLE	ELEMENTARY TEACHER MASTER +30	75,311.71		2,219.41	77,531.12
NEMESKAL	CHRISTINE	ELEMENTARY TEACHER MASTER+15	90,968.98		498.80	91,467.78
SILVERBERG	LEE	ELEMENTARY TEACHER MASTERS+60	100,065.13		963.12	101,028.25
SLATER	DAVID	ELEMENTARY SPECIALISTS M+30	72,484.03		3,565.08	76,049.11
SNODGRASS	JACQUELYN	ELEMENTARY TEACHER MASTERS+75	102,604.89		881.74	103,486.63
VELARDI	MARGUERITE	ELEMENTARY TEACHER MASTERS	60,899.20		2,597.68	63,496.88
WRAIGHT	KATHERINE	ELEMENTARY TEACHER BACHELOR	75,651.78		431.86	76,083.64
			2,218,751.49	0.00	36,496.83	2,255,248.32
<u>BROWN SCHOOL</u>						
ALBERT	MICHAEL	ELEMENTARY TEACHER MASTERS+75	100,842.17		1,066.77	101,908.94
BARNES	LESLIE	ELEMENTARY TEACHER MASTER +30	92,480.20		821.47	93,301.67
BARNES	SARAH	PARA EDUCATORS - ELM	8,064.00		0.00	8,064.00
BOURQUE	SARAH	ELEMENTARY TEACHER MASTER +30	78,845.79		901.75	79,747.54
CAIN	MARIEL	ELEMENTARY TEACHER MASTER+15	64,425.29		1,701.75	66,127.04
CORBETT	DAVID	ELEMENTARY TEACHER BACHELOR	32,966.34		0.00	32,966.34
CULVERHOUSE	KATE	ELEMENTARY TEACHER MASTER+15	63,026.58		1,320.72	64,347.30
CURTIN	MELISSA	ELEMENTARY TEACHER MASTER +45	75,905.37		2,019.88	77,925.25
D AGNELLI	LINDSAY	ELEMENTARY TEACHER MASTERS+60	88,561.84		243.68	88,805.52
DMITRIEV	JULIA	ELEMENTARY TEACHER MASTER +30	84,184.21		437.89	84,622.10
FONG	CAITLIN	ELEMENTARY TEACHER MASTERS	65,831.11		1,152.15	66,983.26
GAGNE	ANGELINA	ELEMENTARY TEACHER MASTERS+75	102,569.87		3,479.92	106,049.79
GORMAN	ABIGAIL	ELEMENTARY TEACHER MASTER +45	72,986.21		2,389.76	75,375.97
HAND	CAROLINE	ELEMENTARY TEACHER MASTERS	64,379.52		577.98	64,957.50
HURLEY	KATHLEEN	ELEMENTARY TEACHER MASTER +30	85,032.88		787.04	85,819.92
KELLEHER	KATHRYN	ELEMENTARY TEACHER MASTERS	83,185.87		1,618.82	84,804.69
KILFOIL	CHELSEY	ELEMENTARY TEACHER MASTER +30	48,530.41		0.02	48,530.43
KRUG	KIMBERLY	ELEMENTARY TEACHER MASTER+15	70,953.25		2,299.79	73,253.04
LAUFER	KATHLEEN	ELEMENTARY TEACHER MASTER+15	64,425.29		1,150.78	65,576.07
LEBLANC	JUDITH	FEIP TUTORS	12,565.50		36.52	12,602.02
MACINNES	MELISSA	ELEMENTARY TEACHER MASTERS	86,638.69		475.06	87,113.75
MARTIN	ANDREA	ELEMENTARY TEACHER MASTERS	59,591.65		1,045.89	60,637.54
MELLOR	KAILE	ELEMENTARY TEACHER MASTERS	54,108.06		455.42	54,563.48
MILLER	DANIELLE	ELEMENTARY TEACHER MASTER+15	67,001.64		581.78	67,583.42
QUIMBY	MELISSA	ELEMENTARY TEACHER MASTERS	65,831.11		3,148.99	68,980.10
RISI	JENNIFER	ELEMENTARY TEACHER MASTER +45	96,131.42		1,498.89	97,630.31
TILDEN	AMANDA	ELEMENTARY TEACHER MASTERS	57,352.16		484.42	57,836.58
ZAJDEL	KELLY	TEACHER ELL MASTERS +15	49,670.24		3,560.41	53,230.65
ZELIGER	CHRISTINE	ELEMENTARY TEACHER MASTER +45	71,259.00		2,663.22	73,922.22
			1,967,345.67	0.00	35,920.77	2,003,266.44
<u>SCHOOL HEALTH SERVICES</u>						
CANNON	FAITH	SUBSTITUTE NURSE	1,000.00		0.00	1,000.00
CHOPUR	MARIA	NURSE BACHELORS	55,331.91		152.69	55,484.60
FRITSCHKE	BETH	NURSE MASTERS	51,292.15		1,211.02	52,503.17
GARB PALUMBO	JENNIFER	NURSE MASTERS	86,638.69		481.27	87,119.96
GEMMELL STEINBERG	ELIZABETH	NURSE MASTERS	88,499.43		1,507.00	90,006.43
GILBERT	KRISTIN	NURSE BACHELORS	78,759.28		213.26	78,972.54
GRAVES	LISA	NURSE BACHELORS	38,838.69		107.18	38,945.87
HARDING	CARRIE	NURSE BACHELORS	65,023.58		564.05	65,587.63
KEENE	KELLY	NURSE BACHELORS	32,365.59		89.31	32,454.90
LACERRA	KAYLA	SUBSTITUTE NURSE	400.00		0.00	400.00
LAGAN	MARYANNE	NURSE BACHELORS	28,671.84		78.64	28,750.48

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Last Name	First Name	Job Class Description	BASE	OT	OTHER	TOTAL
LEBLANC	MICHELLE	NURSE BACHELORS	67,253.95		375.15	67,629.10
MARCINKIEWICZ	NICOLE	NURSE MASTERS	86,571.98		11,795.11	98,367.09
MCNEILL	KELLY	NURSE MASTERS	78,848.58		216.26	79,064.84
NICELI	NICOLE	NURSE BACHELORS	62,240.92		171.76	62,412.68
NASER	BARBARA	NURSE BACHELORS	78,759.28		213.26	78,972.54
POLE	COLLEEN	SUBSTITUTE NURSE	1,200.00		0.00	1,200.00
RYBACKI	NICOLE	SUBSTITUTE NURSE	900.00		0.00	900.00
SIVAK	ERIN	NURSE MASTERS	44,045.80		343.38	44,389.18
SULLIVAN	JULIE	NURSE BACHELORS	22,056.15		677.27	22,733.42
TWISS	DENISE	NURSE MASTERS	86,638.69		1,567.92	88,206.61
VERSAW	AIMEE	NURSE BACHELORS	36,086.77		120.68	36,207.45
JOHNSON SCHOOL			1,091,423.28	0.00	19,885.21	1,111,308.49
BLAKE	KRISTEN	ELEMENTARY TEACHER MASTERS+75	102,569.87		1,284.27	103,854.14
CAULFIELD	GINA	ELEMENTARY TEACHER MASTER +30	81,376.60		1,773.58	83,150.18
CONNELLY	KELLI	ELEMENTARY TEACHER MASTER+15	31,740.30		751.28	32,491.58
GEORGE	LELANA	ELEMENTARY TEACHER MASTER+15	90,968.98		1,317.35	92,286.33
HALLY	COURTNEY	ELEMENTARY TEACHER MASTERS	57,352.16		1,028.79	58,380.95
MASTRANGELO	MARISSA	ELEMENTARY TEACHER MASTERS	50,981.65		0.01	50,981.66
SCHOTT	MEGHAN	ELEMENTARY TEACHER MASTERS	68,464.61		382.60	68,847.21
SUGRUE	MARIA	ELEMENTARY TEACHER MASTERS	86,638.69		2,581.06	89,219.75
SWEENEY	CHRISTINE	ELEMENTARY TEACHER MASTER +30	84,184.21		1,597.52	85,781.73
TOURANGEAU	JUSTIN	ELEMENTARY TEACHER MASTERS	80,425.41		1,928.54	82,353.95
TURNER	BRENNAN	ELEMENTARY TEACHER MASTER+15	81,623.34		6,877.77	88,501.11
WOOD	JEFFERSON	ELEMENTARY TEACHER MASTER +45	95,964.05		4,423.96	100,388.01
LILJA SCHOOL			912,289.87	0.00	23,946.73	936,236.60
ALTCHER	BETHANY	ELEMENTARY TEACHER MASTERS+75	102,569.87		847.07	103,416.94
BRACEY	ALISON	ELEMENTARY TEACHER BACHELOR	55,331.91		2,297.28	57,629.19
BRAINERD	JESSICA	ELEMENTARY TEACHER MASTER +30	84,966.80		740.08	85,706.88
BUCKMIRE	JOVANNIE	ELEMENTARY TEACHER MASTERS	85,931.53		475.06	86,406.59
CHASE	KENDRA	ELEMENTARY TEACHER MASTER +30	92,480.20		2,775.13	95,255.33
CRONIN	LISA	ELEMENTARY TEACHER MASTER +30	49,465.44		4,916.29	54,381.73
GALLAGHER	ASHLEY	ELEMENTARY TEACHER MASTER +30	71,789.30		974.19	72,763.49
GREGG	ELIZABETH	ELEMENTARY TEACHER MASTER +45	86,089.06		3,709.54	89,798.60
KUZINEVICH	ALLISON	ELEMENTARY TEACHER MASTER +30	68,545.63		1,530.07	70,075.70
MCENANEY	KRISTEN	ELEMENTARY TEACHER MASTERS+75	102,569.87		5,347.07	107,916.94
MCGRATH	HEIDI	BOKS DIRECTOR	0.00		500.00	500.00
MCSHANE	KELLY	ELEMENTARY TEACHER MASTER +45	73,057.54		586.86	73,644.40
MURPHY	LINDSAY	ELEMENTARY TEACHER MASTER +30	85,345.54		2,725.55	88,071.09
NORRMAN	CHRISTINE	ELEMENTARY TEACHER BACHELOR	78,759.28		213.26	78,972.54
O NEILL	ALISON	ELEMENTARY TEACHER MASTER +30	72,413.99		2,392.74	74,806.73
PERSHOUSE	SARAH	ELEMENTARY TEACHER MASTERS	86,638.69		2,475.06	89,113.75
PORTER	MEGAN	ELEMENTARY TEACHER MASTERS	42,337.98		10.80	42,348.78
QUIMBY	SARAH	ELEMENTARY TEACHER MASTER +30	75,224.04		2,871.94	78,095.98
RANDOLPH	MARY	SPECIAL NEEDS TEACHER MASTR+75	70,770.14		5,030.82	75,800.96
SMITH	TESSIE	ELEMENTARY TEACHER MASTER +30	72,413.99		4,392.74	76,806.73
STARKEL	HEATHER	ELEMENTARY TEACHER MASTER +30	84,344.04		4,137.13	88,481.17
TACCOYEANES	JOANNA	ELEMENTARY TEACHER MASTER+15	59,563.76		1,913.02	61,476.78
WILSON	REBECCA	ELEMENTARY TEACHER MASTERS	32,531.13		0.00	32,531.13
MEMORIAL SCHOOL			1,633,139.73	0.00	50,861.70	1,684,001.43
ARAUJO	KIMBERLY	ELEMENTARY TEACHER MASTERS+60	80,900.27		4,095.87	84,996.14
BARTER	JOHN	ELEMENTARY TEACHER MASTER+15	90,968.98		3,123.72	94,092.70
BILLIAN	SHAYLA	ELEMENTARY TEACHER MASTERS	66,778.04		1,836.45	68,614.49
BOPP	KIMBERLEE	ELEMENTARY TEACHER MASTER+15	69,681.59		817.79	70,499.38
CROWTHER	KELSEY	ELEMENTARY TEACHER MASTERS	63,299.52		174.68	63,474.20
DESAUTELS	LAUREN	ELEMENTARY TEACHER MASTER +45	89,982.08		3,591.00	93,573.08
ESPOSITO	KERI	ELEMENTARY TEACHER MASTERS	67,033.27		6,395.22	73,428.49
FOLEY	SHANNON	ELEMENTARY TEACHER MASTERS	64,208.62		823.07	65,031.69
HAWKES	KELSI	ELEMENTARY TEACHER MASTER +30	78,991.33		2,987.74	81,979.07
HOOKWAY	CAROL	ELEMENTARY TEACHER BACHELOR	78,759.28		653.30	79,412.58
INGHAM	CHRISTINA	ELEMENTARY TEACHER MASTERS+60	69,483.37		210.79	69,694.16
JOHNSON	JESSICA	ELEMENTARY TEACHER MASTER +30	73,643.54		102.05	73,745.59
KENNEY	ELIZABETH	ELEMENTARY TEACHER MASTER +30	95,300.16		1,204.79	96,504.95
KENNY	MARY	ELEMENTARY TEACHER BACHELOR	78,759.28		1,342.59	80,101.87
LOER	ALEXANDRA	ELEMENTARY TEACHER MASTER +45	96,131.42		1,782.34	97,913.76
MARZULLO	KIMBERLY	ELEMENTARY TEACHER MASTER +30	76,425.26		776.12	77,201.38
PALLAS	SARAH	ELEMENTARY TEACHER MASTER+15	66,465.29		4,133.84	70,599.13
REILLY	CATHERINE	ELEMENTARY TEACHER MASTERS	78,848.58		659.58	79,508.16
SPARLING	MCKENZIE	ELEMENTARY TEACHER MASTERS	28,365.51		472.87	28,838.38
WASSIL	NICOLE	ELEMENTARY TEACHER MASTER+15	78,035.41		774.01	78,809.42
WEILER	KENDRA	ELEMENTARY TEACHER MASTER +45	96,039.26		898.88	96,938.14
KENNEDY SCHOOL			1,588,100.06		36,856.70	1,624,956.76
ALAGAPPAN	NANDINI	TEACHER DEPT/HEAD MASTERS +60	91,374.53		3,144.70	94,519.23
ALCOTT	KATELYN	TEACHER MIDDLE MASTERS	52,774.38		1,004.98	53,779.36
ANDREOTES	COLLEEN	TEACHER MIDDLE MASTERS +15	86,211.17		479.58	86,690.75
BENNETT	GREGG	TEACHER MIDDLE MASTERS	9,815.03		62.54	9,877.57
BERARDI	MARIELLE	TEACHER MIDDLE MASTERS	25,319.86		230.92	25,550.78
BHUPATIRAJU	INDIRA	TEACHER MIDDLE MASTERS	53,820.28		484.43	54,304.71
BOCZANOWSKI	AMANDA	TEACHER MIDDLE MASTERS	71,204.22		999.30	72,203.52
BRENNEMAN	ELLEN	TEACHER MIDDLE MASTERS +75	102,569.87		847.07	103,416.94
BRENNEMAN	JENNIFER	TEACHER MIDDLE MASTERS +60	100,065.13		4,039.47	104,104.60
CALDWELL	ZOE	TEACHER MIDDLE BACHELORS	7,630.00		0.00	7,630.00
CARTER	LAUREN	TEACHER MIDDLE MASTERS +30	90,315.68		8,319.77	98,635.45
CLOUTIER	KARIN	TEACHER MIDDLE MASTERS +30	95,300.16		4,702.77	100,002.93
COTTER	LORI	TEACHER MIDDLE MASTERS +30	62,048.64		11,162.58	73,211.22
D ADDEO	LAUREN	TEACHER MIDDLE BACHELORS	56,621.91		2,305.62	58,927.53
DION	CHRISTINE	TEACHER MIDDLE MASTERS +60	101,145.13		2,237.19	103,382.32
DRAPEAU	DAVID	TEACHER MIDDLE MASTERS +30	86,733.53		3,737.89	90,471.42
DUMAS ELLIOTT	NICOLE	TEACHER MIDDLE MASTERS	78,848.58		659.59	79,508.17
FLAHERTY	MOLLY	TEACHER MIDDLE BACHELORS	53,203.15		146.82	53,349.97
FLEDDERJOHN	TIMOTHY	TEACHER MIDDLE MASTERS +45	83,411.08		4,601.68	88,012.76
FOREST	CHRISTOPHER	TEACHER MIDDLE MASTERS +75	102,569.87		10,198.75	112,768.62
GALLIVAN	TIMOTHY	TEACHER MIDDLE BACHELORS	55,331.91		1,032.85	56,364.76
GAUTHIER	STACY	TEACHER MIDDLE MASTERS +30	95,226.79		11,372.50	106,599.29
GRANT	ALEXANDRA	TEACHER MIDDLE MASTERS +30	92,909.79		3,471.35	96,381.14
GRIFFIN	DONALD	TEACHER MIDDLE MASTERS	86,638.69		6,075.06	92,713.75
HACKET	MARA	TEACHER MIDDLE MASTERS +75	102,569.87		1,858.31	104,428.18
HAMM	MICHELLE	TEACHER MIDDLE MASTERS +30	95,300.16		2,775.13	98,075.29

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Last Name	First Name	Job Class Description	BASE	OT	OTHER	TOTAL
HART	JENNIFER	TEACHER MIDDLE MASTERS +30	90,315.68		1,002.42	91,318.10
JOYCE	KATHRYN	TEACHER MIDDLE MASTERS +15	81,929.19		1,220.38	83,149.57
KAPLAN	GREGORY	HIGH SCHOOL TUTOR	10,513.91		73.58	10,587.49
KASSAP	BETH	TEACHER MIDDLE MASTERS +75	100,939.03		3,532.17	104,471.20
KITTLER	NATHAN	TEACHER MIDDLE MASTERS +15	90,968.98		7,177.32	98,146.30
LANE	JOSEPH	TEACHER MIDDLE MASTERS	80,425.41		12,246.97	92,672.38
LEMOINE	NEKELLE	TEACHER MIDDLE BACHELORS	67,253.95		1,540.26	68,794.21
LEMON	SANDRA	TEACHER MIDDLE MASTERS +30	95,300.16		3,374.52	98,674.68
LYTH	DAVID	TEACHER MIDDLE MASTERS +75	95,212.78		11,069.51	106,282.29
MACDONALD	AUCIA	TEACHER MIDDLE MASTERS	65,831.11		3,629.53	69,460.64
MACE	CATHERINE	TEACHER MIDDLE BACHELORS	13,160.00		0.00	13,160.00
MARKARIAN	MARY	TEACHER MIDDLE BACHELORS	5,123.00		0.00	5,123.00
MARSH	KELLY	TEACHER MIDDLE MASTERS +15	66,465.29		1,855.00	68,320.29
MCCANN	MICHELLE	TEACHER MIDDLE MASTERS +45	96,131.42		2,946.75	99,078.17
MCCANN	LIANNE	SUB TEACHER & NURSE LONG TERM	10,877.90		0.00	10,877.90
MCDONOUGH	KIRSTEN	TEACHER MIDDLE MASTERS +45	96,039.26		6,523.15	102,562.41
MCMAHON	JEFFREY	TEACHER MIDDLE MASTERS +30	90,315.68		5,948.88	96,264.56
MEYERS	SARAH	TEACHER MIDDLE MASTERS +75	31,820.31		4,814.70	36,635.01
MEYERS	CHARLOTTE	TEACHER MIDDLE MASTERS	27,003.36		61.84	27,065.20
MORRISSEY	KIMBERLY	TEACHER MIDDLE MASTERS	86,638.69		4,710.90	91,349.59
NEENAN	PAUL	TEACHER MIDDLE BACHELORS	62,240.92		382.23	62,623.15
PAYNE	AMANDA	TEACHER MIDDLE MASTERS	78,848.58		4,292.21	83,140.79
PFLUKE	CATHERINE	TEACHER MIDDLE MASTERS	86,638.69		2,255.27	88,893.96
PINI	MEGHAN	TEACHER MIDDLE BACHELORS	51,157.14		141.17	51,298.31
POSKLENSKY	CHRISTOPHER	TEACHER MIDDLE BACHELORS	51,157.14		685.87	51,843.01
POWER	PAUL	TEACHER MIDDLE MASTERS +60	95,232.30		2,310.83	97,543.13
PRESSWOOD	KATHERINE	PERMANENT SUBSTITUTE TEACHER	2,142.00		0.00	2,142.00
RAIDER	JEFFREY	TEACHER MIDDLE MASTERS	65,831.11		3,520.71	69,351.82
ROGERS	KATI	TEACHER MIDDLE MASTERS +60	90,809.21		270.95	91,080.16
ROTH	LAURA	TEACHER MIDDLE MASTERS +30	81,376.60		5,183.68	86,560.28
SCHNEEKLOTH	REBECCA	TEACHER MIDDLE MASTERS +60	99,501.39		2,736.69	102,238.08
SINZ*	HEIDI	TEACHER MIDDLE MASTERS +15	90,968.98		246.32	91,215.30
SOCKALOSKY	TRACY	TEACHER MIDDLE MASTERS +30	92,480.20		7,314.69	99,794.89
STEFANINI	THOMAS	TEACHER MIDDLE MASTERS +30	96,140.16		4,001.64	100,141.80
TREMBLAY PRICE	BETHANY	TEACHER MIDDLE MASTERS +60	79,075.31		665.53	79,740.84
TROWBRIDGE	MEGHAN	TEACHER MIDDLE MASTERS +15	60,365.77		1,640.73	62,006.50
UDAH	ELISABETH	TEACHER MIDDLE BACHELORS	55,331.91		304.64	55,636.55
VARGAS	KRISTINA	TEACHER MIDDLE MASTERS +60	47,112.27		0.00	47,112.27
WOLF	JAMIE	TEACHER MIDDLE MASTERS +15	0.00		4,500.00	4,500.00
WRIGHT	LEIGH	TEACHER MIDDLE MASTERS	69,381.33		102.42	69,483.75
ZHU	YU LAN	TEACHER MIDDLE MASTERS +45	90,679.59		503.65	91,183.24
			4,687,695.12		198,737.96	4,886,433.08
<u>WILSON MIDDLE SCHOOL</u>						
ANDERSON	KATHLEEN	TEACHER MIDDLE MASTERS +45	97,682.33		972.80	98,655.13
BALL	KRISTINA	TEACHER MIDDLE MASTERS +45	78,941.35		6,961.86	85,903.21
BARTLEY	NILI	TEACHER MIDDLE MASTERS +30	92,480.20		1,310.53	93,790.73
BIXBY	CAITLIN	TEACHER MIDDLE MASTERS +15	81,350.27		3,266.55	84,616.82
BOERGER	MARIE	TEACHER MIDDLE MASTERS +30	6,562.04		10,371.37	16,933.41
BRENNAN	DONALD	TEACHER MIDDLE MASTERS +30	95,300.16		1,222.55	96,522.71
BROOKMAN PORRO	SUSAN	TEACHER MIDDLE MASTERS +60	100,065.13		270.95	100,336.08
CAIN	VALERIE	TEACHER MIDDLE MASTERS +30	33,251.52		258.05	33,509.57
CAMPAGNA	KRISTINE	TEACHER MIDDLE MASTERS +45	74,999.49		248.72	75,248.21
CARROLL	MARGARET	TEACHER MIDDLE MASTERS +15	42,830.83		0.00	42,830.83
CASEY	KEVIN	TEACHER MIDDLE MASTERS +45	93,011.33		6,050.80	99,062.13
COLEMAN	JUDITH	TEACHER MIDDLE MASTERS +75	66,781.95		17,089.57	83,871.52
CONNORS	LYNN	TEACHER MIDDLE MASTERS +30	62,048.64		3,500.01	65,548.65
COTTON	SARAH	TEACHER MIDDLE MASTERS +30	54,008.03		1,844.89	55,852.92
DOYLE	KENNETH	TEACHER MIDDLE MASTERS +30	95,300.16		3,499.94	98,800.10
DOYLE	SARAH	TEACHER MIDDLE MASTERS	78,848.58		216.26	79,064.84
DUBBS	ANDREA	TEACHER MIDDLE MASTERS	86,638.69		1,490.35	88,129.04
FOLEY	ERIN	TEACHER MIDDLE BACHELORS	34,284.41		0.02	34,284.43
FRIES	ERIC	TEACHER MIDDLE MASTERS +30	90,315.68		6,095.92	96,411.60
FULTON	CRAIG	TEACHER MIDDLE MASTERS +45	85,009.06		1,458.81	86,467.87
GOSSELIN	KASIE	TEACHER MIDDLE MASTERS	60,864.18		949.46	61,813.64
GREEN	ELIZABETH	TEACHER MIDDLE MASTERS +75	102,569.87		2,842.98	105,412.85
GREEN	CATHERINE	TEACHER MIDDLE MASTERS +30	46,240.09		129.02	46,369.11
HARRINGTON	KATE	TEACHER MIDDLE MASTERS +75	103,649.87		7,833.50	111,483.37
HASKELL	AMY	TEACHER MIDDLE BACHELORS	36,585.89		322.34	36,908.23
HAUSERMANN	DANIEL	TEACHER MIDDLE MASTERS +30	88,433.77		16,786.88	105,220.65
HAYWOOD	AMANDA	TEACHER MIDDLE MASTERS +45	97,682.33		464.50	98,146.83
HEIDEN	MICHAEL	TEACHER MIDDLE MASTERS	86,638.69		3,795.52	90,434.21
HOWELL	OWEN	TEACHER MIDDLE BACHELORS	53,203.15		447.77	53,650.92
INSALACO-SLEEPER	ANNE-MARIE	TEACHER MIDDLE MASTERS +45	0.01		0.01	0.02
KELLY	TINA	TEACHER MIDDLE MASTERS +75	102,569.89		14,412.35	116,982.24
LANGAN	LISA	TEACHER MIDDLE MASTERS +45	97,682.33		1,511.22	99,193.55
LAWTON	CATHERINE	TEACHER MIDDLE MASTERS +30	85,608.52		1,054.37	86,662.89
LOVELY	KENNETH	TEACHER MIDDLE BACHELORS	78,759.28		213.26	78,972.54
LYDON	COLMAN	TEACHER MIDDLE BACHELORS	53,203.15		5,911.45	59,114.60
MAGARIE	KENNETH	TEACHER MIDDLE BACHELORS	71,679.65		3,290.64	74,970.29
MALLOY	ANN MARGARET	TEACHER MIDDLE MASTERS +15	90,968.98		5,403.22	96,372.20
MARCHIONE	JENNIFER	TEACHER MIDDLE MASTERS +60	65,408.27		3,045.04	68,453.31
MATTISON	KAITLIN	TEACHER MIDDLE MASTERS +30	52,491.41		0.01	52,491.42
MCGINTY	MARYANN	TEACHER MIDDLE MASTERS +60	100,065.13		548.67	100,613.80
MCKENNA	LINDA	TEACHER MIDDLE MASTERS +30	95,300.16		3,451.59	98,751.75
MILLER	ZACHARY	TEACHER MIDDLE MASTERS	46,971.97		11,539.15	58,511.12
MITCHELL	ELISA	TEACHER MIDDLE MASTERS	73,979.65		4,550.76	78,530.41
MOORE	RICHARD	TEACHER MIDDLE MASTERS +45	75,063.42		2,111.36	77,174.78
MORAN	MEGAN	TEACHER MIDDLE MASTERS +15	69,123.41		4,200.68	73,324.09
MORETZ	HEATHER	TEACHER MIDDLE MASTERS +30	95,300.16		5,117.05	100,417.21
MORRILL	SCOTT	TEACHER MIDDLE MASTERS +45	86,453.17		5,241.63	91,694.80
MURPHY	JOSEPH	TEACHER MIDDLE MASTERS	64,139.52		1,175.86	65,315.38
NEEL	JESSICA	TEACHER MIDDLE MASTERS +45	97,682.33		806.72	98,489.05
NEVILLE	KATHERINE	TEACHER MIDDLE BACHELORS	49,281.89		414.02	49,695.91
O BRIEN	ILSE	TEACHER MIDDLE MASTERS +30	92,480.19		510.53	92,990.72
O CONNOR	ALLYSON	TEACHER MIDDLE MASTERS +15	61,450.76		923.94	62,374.70
OLEARY	EDWARD	TEACHER MIDDLE BACHELORS	53,203.15		2,837.82	56,040.97
POGARIAN	SHEILA	TEACHER MIDDLE MASTERS	86,638.69		3,515.52	90,154.21
SCHILL	RUTHANNE	TEACHER MIDDLE MASTERS +75	102,569.87		472.73	103,042.60
SHEA	LAWRENCE	TEACHER MIDDLE BACHELORS	53,056.32		10,384.76	63,441.08
SHUTE	ADAM	TEACHER MIDDLE MASTERS +45	97,682.33		5,646.50	103,328.83
SMITH	CHLOE	TEACHER MIDDLE BACHELORS	49,190.03		274.88	49,464.91

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Last Name	First Name	Job Class Description	BASE	OT	OTHER	TOTAL
SMITH	CHRISTINA	SPEECH PATHOLOGIST MASTERS +15	12,257.78		2,655.37	14,913.15
SMITH	REBECCA	TEACHER MIDDLE MASTERS +30	27,800.38		3,709.03	31,509.41
SOKOL	KIRSTIN	TEACHER MIDDLE MASTERS +75	66,781.95		12,681.07	79,463.02
SOUSA	CATHERINE	TEACHER MIDDLE MASTERS +30	93,989.79		429.45	94,419.24
ST GEORGE	SHIVONNE	TEACHER MIDDLE MASTERS +45	89,223.36		12,093.73	101,317.09
SULLIVAN	TRACY	TEACHER MIDDLE MASTERS	71,204.22		2,184.57	73,388.79
SULLIVAN	JOHN	TEACHER MIDDLE MASTERS	86,638.69		3,984.61	90,623.30
THIBEAULT	EMILY	TEACHER MIDDLE MASTERS +30	72,413.99		609.49	73,023.48
TONTODONATO	ANTONIA	TEACHER MIDDLE MASTERS	19,240.38		302.37	19,542.75
TRISCHITTA	KATHERINE	TEACHER MIDDLE BACHELORS	47,859.71		246.90	48,106.61
TUCKER	ANNA	TEACHER MIDDLE MASTERS +15	38,075.41		175.01	38,250.42
VIGUE	NOEL	TEACHER MIDDLE MASTERS +45	30,304.20		4,696.51	35,000.71
WALDRON	KIMBERLY	TEACHER MIDDLE MASTERS +45	96,131.42		2,601.19	98,732.61
WATSON	BRENNA	TEACHER MIDDLE MASTERS +15	72,470.10		3,926.87	76,396.97
ZERDELIAN	MICHAEL	TEACHER MIDDLE MASTERS	60,864.18		512.27	61,376.45
HIGH SCHOOL			5,158,836.89		249,076.10	5,407,912.99
ADAMS	LAUREN	TEACHER SECONDARY MASTERS +45	87,221.79		4,052.22	91,274.01
AMARAVADI	RATNAKAR	TEACHER SECONDARY MASTERS +75	102,569.87		1,897.07	104,466.94
AMICO	KATELYN	TEACHER SECONDARY MASTERS +15	69,681.59		5,633.68	75,315.27
ANDERSON	LINDA	TEACHER SECONDARY MASTERS +60	97,555.08		2,957.03	100,512.11
ARAUJO	JAMES	TEACHER SECONDARY MASTERS +75	99,996.24		1,971.19	101,967.43
BARBOSA	PAULA	TEACHER SECONDARY MASTERS	51,760.07		161.79	51,921.86
BARNHILL	JESSICA	TEACHER SECONDARY MASTERS +30	95,300.16		522.55	95,822.71
BENNETT	CARSON	TEACHER SECONDARY MASTERS +75	84,295.78		709.48	85,005.26
BOYLE	MICHELLE	TEACHER SECONDARY MASTERS +60	99,501.39		1,543.37	101,044.76
BRENNAN	ESTELLE	TEACHER SECONDARY MASTERS	84,465.41		475.06	84,940.47
BRENNEMAN	MATTHEW	TEACHER SECONDARY MASTERS	86,571.98		12,917.02	99,488.00
BREZINSKY	ELLEN	TEACHER SECONDARY MASTERS +30	92,909.79		1,546.78	94,456.57
BRYANT	EMMA	TEACHER SECONDARY MASTERS	63,299.52		220.57	63,520.09
BUONO	MICHAEL	TEACHER SECONDARY MASTERS	78,067.77		17,136.32	95,204.09
BURNELL	ALYCE	TEACHER SECONDARY MASTERS +30	95,300.16		3,716.08	99,016.24
BURNS	KATHERINE	TEACHER SECONDARY MASTERS	71,204.22		10,047.90	81,252.12
CAMIEL	SUSAN	TEACHER SECONDARY MASTERS +30	62,048.64		11,426.93	73,475.57
CARL	KATHLYN	TEACHER SECONDARY MASTERS	82,105.87		1,143.78	83,249.65
CAULFIELD	DENISE IVRA	TEACHER/DEPT HEAD MASTERS +45	97,607.12		14,172.81	111,779.93
CESARINI	TIMOTHY	TEACHER SECONDARY MASTERS +45	70,179.00		513.29	70,692.29
CHAKRABORTY	NILANJANA	TEACHER SECONDARY DOCTORATE	92,988.36		565.74	93,554.10
CHISHOLM	CRAIG	TEACHER SECONDARY MASTERS +45	97,607.12		11,444.03	109,051.15
CLEMENTS	DONALD	TEACHER SECONDARY MASTERS	86,638.69		3,275.06	89,913.75
CONNORS	ANNE	HIGH SCHOOL TUTOR	28,915.11		176.36	29,091.47
COOMBS	AMY	TEACHER SECONDARY MASTERS	51,983.33		429.32	52,412.65
CROHAN	CYNTHIA	TEACHER SECONDARY MASTERS +45	97,682.33		1,935.60	99,617.93
CULLEN	LORI	TEACHER SECONDARY MASTERS	49,263.57		1,112.75	50,376.32
CUOCO	ANTHONY	TEACHER SECONDARY MASTERS +75	81,053.19		1,628.08	82,681.27
CURRAN	SHEILA	TEACHER SECONDARY MASTERS +30	95,300.16		1,697.04	96,997.20
DALEY	KARI ANN	TEACHER SECONDARY MASTERS +75	102,569.87		6,655.37	109,225.24
DANGEL	BRIDGET	TEACHER SECONDARY MASTERS +15	45,116.85		611.30	45,728.15
DELANEY	DWAYNE	TEACHER SECONDARY BACHELORS	11,388.19		3,466.07	14,854.26
DIANTONIO	NICHOLAS	TEACHER SECONDARY MASTERS +60	76,033.65		6,615.73	82,649.38
DONNELL	HUIPING	TEACHER SECONDARY MASTERS +45	61,149.68		1,400.02	62,549.70
DONOHUE	NEIL	TEACHER SECONDARY BACHELORS	57,545.53		716.04	58,261.57
DONOVAN	AMANDA	TEACHER SECONDARY MASTERS +15	26,504.09		2,459.61	28,963.70
EGAN	AMANDA	TEACHER SECONDARY MASTERS +15	82,790.97		4,412.90	87,203.87
FEROLITO	TYLER	TEACHER SECONDARY MASTERS	13,536.00		214.32	13,750.32
FINNEY	BRYAN	TEACHER SECONDARY MASTERS +30	75,309.71		6,330.36	81,640.07
FLEMING	JONATHAN	TEACHER SECONDARY BACHELORS	53,203.15		2,551.59	55,754.74
FORD	IVOR	TEACHER SECONDARY MASTERS +45	97,682.33		7,245.83	104,928.16
GARCIA VALLES	MARIA ROSA	TEACHER SECONDARY MASTERS +30	95,300.16		1,072.94	96,373.10
GATES-WALLACE	HEATHER	TEACHER SECONDARY MASTERS	23,408.97		367.87	23,776.84
GECKLE	RICHARD	TEACHER SECONDARY DOCTORATE	105,069.43		4,776.11	109,845.54
GLAVIN	LUCAS	TEACHER SECONDARY MASTERS +75	95,579.17		1,760.14	97,339.31
GODIN	JENNIFER	TEACHER SECONDARY MASTERS +30	78,484.66		648.22	79,132.88
GONZALEZ	NEYSHA	TEACHER SECONDARY MASTERS	73,979.65		879.67	74,859.32
GUARINO	DYLAN	TEACHER SECONDARY MASTERS +60	72,778.27		4,902.32	77,680.59
GUASTELLA	ROBERT	TEACHER SECONDARY MASTERS +45	78,941.35		2,152.88	81,094.23
GUIDICE	JOSEPH	TEACHER SECONDARY MASTERS +75	97,203.64		7,458.03	104,661.67
GUNDUZ	TARA	TEACHER SECONDARY MASTERS +30	92,909.79		1,242.89	94,152.68
HALE	MARGARET	TEACHER SECONDARY MASTERS +15	25,828.44		1,500.01	27,328.45
HAVERSTICK	SUSAN	TEACHER SECONDARY MASTERS +45	97,682.33		2,973.61	100,655.94
HAWES	ELIZABETH	TEACHER SECONDARY MASTERS	47,309.13		596.76	47,905.89
HINNENKAMP	DANIEL	TEACHER SECONDARY MASTERS +75	100,842.17		10,754.61	111,596.78
HOLLINS	ANDREW	TEACHER DEPT/HEAD DOCTORATE	102,353.56		14,257.08	116,610.64
HOLLMAN	ARAM	TEACHER SECONDARY MASTERS	21,157.72		1,481.44	22,639.16
HUSSAIN	JILL	TEACHER SECONDARY MASTERS +60	100,065.13		5,626.39	105,691.52
JONES	LAURA	TEACHER SECONDARY MASTERS +15	75,292.79		213.98	75,506.77
JOSEPH	DANIEL	TEACHER SECONDARY MASTERS +15	55,070.05		1,423.22	56,493.27
KARETSKY	ALEXANDER	TEACHER SECONDARY MASTERS +75	102,569.87		562.40	103,132.27
KUPHAL	AMY	TEACHER SECONDARY MASTERS +15	40,200.95		503.94	40,704.89
LIATSIS	ASHLEY	TEACHER SECONDARY MASTERS	55,094.63		7,203.12	62,297.75
LOFARO	ANDREW	TEACHER SECONDARY MASTERS +30	90,315.68		9,082.82	99,398.50
LOVEJOY CARTER	SARAH	TEACHER SECONDARY MASTERS	62,027.28		196.50	62,223.78
MA	LILY	TEACHER SECONDARY MASTERS +75	90,775.62		761.77	91,537.39
MACZIK	ADAM	TEACHER SECONDARY MASTERS	65,831.11		181.67	66,012.78
MAGNUSON	SUZANNA	TEACHER SECONDARY MASTERS +45	96,879.26		894.05	97,773.31
MARINO	KELLY	TEACHER MIDDLE MASTERS +60	98,421.39		1,909.07	100,330.46
MCGONIGLE	EMILY	TEACHER SECONDARY MASTERS +15	59,563.76		1,418.85	60,982.61
MILLER	MATTHEW	TEACHER SECONDARY MASTERS +30	95,300.16		21,132.56	116,432.72
MOLINA	NANCY	COACHING STAFF	0.00		4,159.00	4,159.00
MOLONEY	BRIAN	TEACHER SECONDARY MASTERS +15	90,968.98		751.28	91,720.26
MORAN	SHERRIN	TEACHER SECONDARY MASTERS +75	79,700.87		2,510.20	82,211.07
MORGAN	MACKENZIE	TEACHER SECONDARY MASTERS	31,660.38		557.88	32,218.26
MORTARA	MICHAEL	TEACHER SECONDARY MASTERS +45	90,679.59		503.65	91,183.24
MUSANTE	MARNIE	TEACHER SECONDARY MASTERS +60	100,065.13		3,348.84	103,413.97
NAPIER BERNSTEIN	CAMILLE	TEACHER SECONDARY MASTERS +75	100,842.17		774.59	101,616.76
NEDOROSCIK	ANASTASIA	TEACHER SECONDARY BACHELORS	11,092.00		188.00	11,280.00
O CONNELL	GENEVIEVE	TEACHER SECONDARY MASTERS	65,831.11		413.76	66,244.87
O LEARY	JULIE	HIGH SCHOOL TUTOR	5,988.87		0.00	5,988.87
OLIVIERI	LISA	TEACHER SECONDARY MASTERS +30	86,733.53		723.14	87,456.67
QUELLET	MARYANNE	TEACHER SECONDARY MASTERS +75	101,982.34		14,554.20	116,536.54
PANDOLFO	REBECCA	TEACHER SECONDARY MASTERS +15	66,371.16		581.79	66,952.95

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Last Name	First Name	Job Class Description	BASE	OT	OTHER	TOTAL
PEARSON	HEATHER	TEACHER SECONDARY BACHELORS	64,731.08		298.63	65,029.71
PYENSON	LENA	HIGH SCHOOL TUTOR	28,740.94		6,592.30	35,333.24
QUINONES	MELDENISE	TEACHER SECONDARY MASTERS +30	95,300.16		3,629.05	98,929.21
RAMOS	JOSE	TEACHER SECONDARY MASTERS	86,638.69		234.60	86,873.29
RICH	MIRANDA	TEACHER SECONDARY MASTERS +60	71,919.35		2,074.10	73,993.45
ROGERS	ANDREA	TEACHER SECONDARY BACHELORS	79,599.28		1,770.71	81,369.99
ROSS	BRIDGET	TEACHER SECONDARY MASTERS +60	68,724.84		770.32	69,495.16
RUFO	ANTHONY	TEACHER SECONDARY MASTERS +15	72,470.10		2,029.26	74,499.36
RUGGABER	ALESE	TEACHER SECONDARY MASTERS +30	62,048.64		11,281.38	73,330.02
RUSSO	MICHAEL	TEACHER SECONDARY MASTERS +30	72,969.42		11,268.77	84,238.19
RYE	KIRSTEN	TEACHER SECONDARY DOCTORATE	15,748.11		122.21	15,870.32
SANFORD	WILLIAM	TEACHER SECONDARY MASTERS +60	94,832.41		1,860.52	96,692.93
SCHIAVO	JILLIAN	TEACHER SECONDARY MASTERS +75	100,842.17		2,136.22	102,978.39
SHADDOCK	CAITLYN	TEACHER SECONDARY MASTERS +15	74,763.74		11,394.51	86,158.25
SHAPIRO	DAVID	TEACHER SECONDARY MASTERS +60	91,374.53		2,963.75	94,338.28
SHORT	SUSAN	TEACHER SECONDARY MASTERS +60	100,065.13		548.67	100,613.80
SIBLEY	BRYNN	TEACHER SECONDARY BACHELORS	13,919.24		0.00	13,919.24
SINCLAIR	CHAD	TEACHER SECONDARY BACHELORS	78,759.28		213.26	78,972.54
ST JEAN	CHERIE	TEACHER SECONDARY MASTERS	65,956.88		1,005.28	66,962.16
STEWART	HUNTER	TEACHER SECONDARY BACHELORS	59,846.83		8,351.24	68,198.07
SVENSSON	JACOB NICLAS	TEACHER SECONDARY MASTERS +30	78,322.29		2,285.05	80,607.34
TARTAGLIA RICCIOTTI	LYNNE	TEACHER SECONDARY MASTERS +45	96,131.42		990.28	97,121.70
TAVARES	KELLY	TEACHER SECONDARY MASTERS +30	95,300.16		4,462.70	99,762.86
TIRUMALAI ANANDANPILLAI	JAYASHREE	TEACHER SECONDARY MASTERS +75	99,996.24		5,243.53	105,239.77
TOBIN	EMILY	TEACHER SECONDARY MASTERS +15	69,681.59		2,344.27	72,025.86
TOBIN	JACKSON	TEACHER SECONDARY MASTERS +45	71,369.07		196.95	71,566.02
TRAMONTOZZI	REBECCA	TEACHER SECONDARY MASTERS +75	75,857.09		762.40	76,619.49
VOLDMAN	JUSTIN	TEACHER SECONDARY MASTERS +75	102,569.87		12,669.62	115,239.49
WALL	BRIAN	TEACHER SECONDARY MASTERS +30	88,467.85		577.99	89,045.84
WEBBER	KRISTEN	TEACHER SECONDARY MASTERS +15	62,290.76		4,226.56	66,517.32
WEBER	LINDA	TEACHER DEPT/HEAD MASTERS +30	95,226.79		10,454.20	105,680.99
WILLIAMS	JEFFREY	TEACHER SECONDARY MASTERS	82,105.87		1,389.54	83,495.41
WILSON	DAVID	TEACHER SECONDARY MASTERS +30	78,322.29		3,200.16	81,522.45
WONG	ANGELA	TEACHER SECONDARY MASTERS +15	74,763.74		2,417.79	77,181.53
YAKOVAC	ERIN	TEACHER SECONDARY MASTERS +15	90,968.98		2,151.28	93,120.26
ZAMARRA	VICTORIA	TEACHER SECONDARY BACHELORS	52,907.14		16,458.15	69,365.29
ZEBEDEO	KATHERINE	TEACHER SECONDARY MASTERS	71,204.22		3,310.71	74,514.93
ZHAO	LEI	TEACHER SECONDARY MASTERS +30	25,749.67		609.48	26,359.15
ZINCK	VICTORIA	TEACHER SECONDARY MASTERS +15	75,292.79		631.74	75,924.53
			9,069,834.23		437,636.47	9,507,470.70
<u>CURRICULUM SPECIALISTS</u>						
BROTHERS	ELIZABETH	ELEMENTARY TEACHER MASTER +45	96,039.26		6,868.05	102,907.31
CHRISTENSEN	JEANNETTE	ELEMENTARY SPECIALISTS MASTERS	8,702.46		46.34	8,748.80
CURTIS	BREE	ELEMENTARY SPECIALISTS MAS+75	97,203.64		5,873.36	103,077.00
DEFELICE	SARAH	ELEMENTARY SPECIALIST M+60	70,243.55		2,158.21	72,401.76
DEMAYO	GARY	ELEMENTARY SPECIALISTS MAS+45	97,682.33		264.50	97,946.83
DOMBEK	JULIA	ELEMENTARY SPECIALISTS MAS+15	43,773.98		3,316.64	47,090.62
DOMBROSKAS	ROBERT	ELEMENTARY SPECIALISTS BACHELOR	73,112.92		2,731.61	75,844.53
FERRANTI	DOROTHY	ELEMENTARY SPECIALISTS MAS+15	90,968.98		1,112.06	92,081.04
GOLESTANI	SEPIDEH	ELEMENTARY SPECIALISTS MAS+15	59,496.73		503.47	60,000.20
JODICE	MARK	ELEMENTARY SPECIALISTS BACHELOR	78,759.28		4,713.26	83,472.54
KENNEDY	SUSAN	ELEMENTARY SPECIALIST M+60	100,065.13		2,386.13	102,451.26
KUBICEK	JAYNE	ELEMENTARY SPECIALISTS BACHELOR	21,281.24		58.73	21,339.97
MACDONALD	JASON	ELEMENTARY SPECIALISTS MASTERS	86,638.69		715.52	87,354.21
MCKEAN	HOLLY	ELEMENTARY SPECIALISTS BACHELOR	63,007.46		3,532.67	66,540.13
NA	ELISSA	TEACHER MIDDLE MASTERS	17,433.84		32.12	17,465.96
OLYNCIW	MEGHAN	ELEMENTARY SPECIALISTS MASTERS	10,751.22		1,434.39	12,185.61
PARVEN	MICHELLE	ELEMENTARY SPECIALISTS BACHELOR	69,705.97		588.37	70,294.34
PASCARELLI	JENNEY	ELEMENTARY SPECIALISTS MAS+15	81,689.19		6,575.25	88,264.44
PATSOS	JOHN	ELEMENTARY SPECIALISTS MASTERS	34,091.08		1,152.40	35,243.48
PESTANA	LAURA	ELEMENTARY SPECIALISTS BACHELOR	78,759.28		650.44	79,409.72
RICE	THOMAS	ELEMENTARY SPECIALISTS M+30	92,312.66		3,441.48	95,754.14
ROPER	TIMOTHY	ELEMENTARY SPECIALISTS MASTERS	82,105.87		456.75	82,562.62
THOMPSON	CAITLYN	ELEMENTARY SPECIALISTS MAS+45	53,984.30		504.27	54,488.57
WEAVER	JANE	ELEMENTARY SPECIALISTS MAS+75	66,781.95		1,295.92	68,077.87
ZIDES	KRISTIN	ELEMENTARY SPECIALISTS MAS+15	88,687.75		1,719.84	90,407.59
			1,663,278.76		52,131.78	1,715,410.54
<u>PUPIL SERVICES</u>						
ALLER	KAITLIN	SPECIAL NEEDS TEACHER MASTERS	36,262.36		0.02	36,262.38
ANDERSON	STACEY	SPECIAL NEEDS TEACHER MASTR+15	86,211.17		540.36	86,751.53
BANGERT	CANDICE	OCCUP THERAPIST MASTERS	86,605.08		280.18	86,885.26
BARRY	ALLISON	SPECIAL NEEDS TEACHER MASTR+45	92,574.30		2,074.63	94,648.93
BELL	CAROLYN	SPECIAL NEEDS TEACHER MASTR+30	88,467.85		800.84	89,268.69
BENHAM	ERIN	SPECIAL NEEDS TEACHER MASTR+45	92,574.30		575.75	93,150.05
BRAMAN PARIKH	JENNIFER	SPED COORDINATOR M+60	98,436.55		11,951.95	110,388.50
BRIEN	ERIN	SPECIAL NEEDS TEACHER MASTERS	55,969.10		344.85	56,313.95
BRITTON	MARYANN	SPECIAL NEEDS TEACHER MASTR+75	102,569.87		907.85	103,477.72
BRODSKY	RACHAEL	TEACHER ELL MASTERS +30	47,650.07		393.52	48,043.59
BROWN	KATHERYN	SPECIAL NEEDS TEACHER MASTR+75	97,203.64		921.51	98,125.15
BROWN	MEGAN	SPECIAL NEEDS TEACHER MASTR+15	64,425.29		417.00	64,842.29
BURDETT	JILL	SPECIAL NEEDS TEACHER MASTR+30	75,309.71		3,494.90	78,804.61
BURNES	ANNMARIE	SPEECH PATHOLOGIST MASTERS +15	77,678.57		8,197.10	85,875.67
BUTTERFIELD	SARAH	SPEECH PATHOLOGIST MASTERS +15	77,678.57		4,465.14	82,143.71
CALDERON	CELINA	TEACHER MIDDLE MASTERS	82,105.87		821.94	82,927.81
CARR	HEATHER	SPECIAL NEEDS TEACHER MASTR+15	84,534.81		619.14	85,153.95
CASEY	LAUREN	SCHOOL PSYCHOLOGIST DOCTORATE	95,623.15		323.05	95,946.20
CAULEY	WILLIAM	SPECIAL NEEDS TEACHER MASTR+30	8,769.27		402.31	9,171.58
CAULFIELD	MICHAEL	SPECIAL NEEDS TEACHER MASTERS	73,979.65		3,883.83	77,863.48
CHAKIRIS	JULIA	SCHOOL PSYCHOLOGIST MASTERS+30	84,344.04		232.07	84,576.11
CHANG	ALYSSA	SPECIAL NEEDS TEACHER MASTR+30	70,612.45		157.44	70,769.89
CHRZAN	REBECCA	OCCUP THERAPIST BACHELOR'S	18,359.86		122.36	18,482.22
CIMINELLI	CAITLIN	SPECIAL NEEDS TEACHER MASTERS	65,831.11		367.87	66,198.98
CLARK	MARIMARTHA	TEACHER MIDDLE MASTERS +75	100,842.17		5,822.49	106,664.66
COBE	JENNIFER	SPECIAL NEEDS TEACHER MASTR+45	79,018.54		1,786.56	80,805.10
COCHI	LYANNE	SPECIAL NEEDS TEACHER MASTR+30	69,629.00		631.62	70,260.62
COHEN	ALICIA	SPECIAL NEEDS TEACHER MASTR+75	82,055.85		1,219.56	83,275.41
COLEMAN	NICHOLAS	SPECIAL NEEDS TEACHER MASTR+45	72,986.21		1,036.96	74,023.17
COLLINS	JULIE	SPECIAL NEEDS TEACHER MASTR+75	89,259.90		981.04	90,240.94
COMISKEY	REBECCA	SPED COORDINATOR	95,263.29		17,688.43	112,951.72
CRAIG	ASHLEY	SPECIAL NEEDS TEACHER MASTR+30	86,838.59		2,261.99	89,100.58
CROSBY	CAROLINE	SPEECH THERAPIST MASTERS +75	7,180.65		3,801.44	10,982.09

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Last Name	First Name	Job Class Description	BASE	OT	OTHER	TOTAL
CROSS	HANNAH	SPED COORDINATOR	86,571.98		11,603.37	98,175.35
CURLEY	AMANDA	SPECIAL NEEDS TEACHER MASTR+15	84,447.26		2,797.09	87,244.35
D'ANGELO	MARK	SPECIAL NEEDS TEACHER MASTR+60	98,395.08		2,605.65	101,000.73
D'HEMECOURT	ELIZABETH	SCHOOL PSYCHOLOGIST MAS+75	56,264.49		14,032.02	70,296.51
DAVIS	JACQUELINE	SOCIAL WORKER MASTERS +15	59,228.68		0.02	59,228.70
DELUDE	KIMBERLY	SPEECH THERAPIST MASTERS +45	70,247.56		1,185.06	71,432.62
DOHERTY	JENNIFER	SPECIAL NEEDS TEACHER MASTR+30	92,909.79		7,492.10	100,401.89
DOOLEY	TONILEE	SPECIAL NEEDS TEACHER MASTR+75	97,203.64		327.81	97,531.45
DUNLAP	NANCY	SPECIAL NEEDS TEACHER BACHELOR	30,507.52		2,100.42	32,607.94
DWOMOH	KATHLEEN	SPECIAL NEEDS TEACHER MASTERS	40,211.11		307.36	40,518.47
EARNER	SUSAN	SPECIAL NEEDS TEACHER MASTERS	65,831.11		1,338.35	67,169.46
ERVING	SARAH	SPECIAL NEEDS TEACHER MASTERS	31,824.44		1,297.06	33,121.50
FITZGERALD	JUSTINE	SPECIAL NEEDS TEACHER MASTR+15	74,014.54		3,692.79	77,707.33
FITZPATRICK	NICOLLE	SOCIAL WORKER MASTERS +15	39,416.47		2,077.07	41,493.54
FLEMING	CHRISTINE	SPECIAL NEEDS TEACHER MASTR+60	76,033.65		4,432.75	80,466.40
FOUTZ	LAUREN	SPECIAL NEEDS TEACHER MASTR+30	92,909.79		258.05	93,167.84
FRANCIOSE	JAMES	SPECIAL NEEDS TEACHER MASTERS	86,638.69		776.29	87,414.98
FREEMAN	ALISON	PHYSICAL THERAPIST DOCTORATE	53,830.10		513.02	54,343.12
GALLIVAN	ALICE	SPECIAL NEEDS TEACHER MASTERS	66,911.11		677.13	67,588.24
GALVIN	ELISABETH	SPECIAL NEEDS TEACHER MASTR+30	72,413.99		404.66	72,818.65
GARCIA	KATHRYN	SPECIAL NEEDS TEACHER MASTR+30	105,715.51		9,382.54	115,098.05
GELLER	ANDREA	SOCIAL WORKER MASTERS +30	95,300.16		5,083.33	100,383.49
GOLDSMITH	JULIANNE	SPECIAL NEEDS TEACHER MASTR+60	72,189.74		2,148.76	74,338.50
GREELEY	MARK	SPECIAL NEEDS TEACHER MASTERS	60,864.18		4,295.59	65,159.77
GUITTARR	JACQUELINE	SPECIAL NEEDS TEACHER MASTERS	54,108.06		347.95	54,456.01
HANNIGAN	SARAH	SPEECH PATHOLOGIST MASTERS +45	43,042.99		700.44	43,743.43
HANSON	KELLY	TEACHER ELL MASTERS	80,425.41		672.79	81,098.20
HARRIS	ERIN	SPECIAL NEEDS TEACHER MASTERS	65,831.11		2,992.86	68,823.97
HAWKINS	MARY	SPECIAL NEEDS TEACHER MASTR+45	75,905.37		2,663.36	78,568.73
HEALEY	MICHELLE	SPECIAL NEEDS TEACHER MASTR+45	64,949.43		227.68	65,177.11
HENDERSON	SYLVIA	SPECIAL NEEDS TEACHER MASTR+45	82,018.78		826.44	82,845.22
HENLEY	THOMAS	SPECIAL NEEDS TEACHER MASTR+15	57,273.38		3,582.32	60,855.70
HOLDASH	PEGGY	EVALUATION TEAM LEADER MASTR+60	99,988.11		13,224.60	113,212.71
HOLDREN	JULIA	SCHOOL PSYCHOLOGIST MAS+75	55,822.41		562.41	56,384.82
KANAVAS DEROCHER	DEANNA	SCHOOL PSYCHOLOGIST MAS+60	100,065.13		10,489.50	110,554.63
KAPETANAKOS	BROOKE	SPEECH THERAPIST MASTERS +30	95,300.16		1,524.73	96,824.89
KEEFE	BRENNAN	SPECIAL NEEDS TEACHER MASTERS	56,272.16		1,048.42	57,320.58
KIEBISH	CHRISTINA	SPECIAL NEEDS TEACHER MASTR+30	33,251.52		258.05	33,509.57
KOCH	KRISTEN	SCHOOL PSYCHOLOGIST MAS +45	57,482.27		649.51	58,131.78
KOHA	KELSEY	TEACHER ELL MASTERS	6,330.01		17.47	6,347.48
KRIKORIAN	RENEE	OCCUP THERAPIST MASTERS	51,963.13		487.23	52,450.36
LARKIN	JOHN	SPECIAL NEEDS TEACHER MASTR+15	61,826.58		11,865.36	73,691.94
LENGAUER	THERESA	SPECIAL NEEDS TEACHER MASTR+15	72,470.10		507.31	72,977.41
LEVIN	ERICA	SCHOOL PSYCHOLOGIST MASTERS+30	41,789.34		388.35	42,177.69
LEVIN ORKIN	JAMIE	TEACHER ELL MASTERS	42,232.62		117.30	42,349.92
LICHODOLIK	JESSICA	SPECIAL NEEDS TEACHER MASTERS	86,638.69		776.30	87,414.99
LIPTAK	KAREN	SPECIAL NEEDS TEACHER MASTR+75	102,569.87		2,126.85	104,696.72
LOCHIATTO	TRICIA	SPECIAL NEEDS TEACHER MASTR+30	75,309.71		420.55	75,730.26
LUTHER	CARA	SPECIAL NEEDS TEACHER MASTR+30	78,322.29		1,575.92	79,898.21
LYONS	DANIELLE	SPECIAL NEEDS TEACHER MASTERS	65,866.13		615.20	66,481.33
MACISAAC	KATHLEEN	SPECIAL NEEDS TEACHER MASTR+30	62,048.64		45.60	62,094.24
MAGILL	AMY	SPECIAL NEEDS TEACHER MASTR+60	93,285.02		943.94	94,228.96
MAKI	BENJAMIN	SPECIAL NEEDS TEACHER MASTR+30	75,309.71		11,700.52	87,010.23
MANFRA	JAMIE	SCHOOL PSYCHOLOGIST MASTERS+30	84,344.04		277.65	84,621.69
MARQUIS	CATHERINE	SPECIAL NEEDS TEACHER MASTR+30	95,335.18		1,425.36	96,760.54
MARSCHER	SHELBY	SCHOOL PSYCHOLOGIST DOCTORATE	86,350.02		2,329.51	88,679.53
MCANULTY	BRIDGET	SPECIAL NEEDS TEACHER MASTR+15	51,732.81		455.19	52,188.00
MCAVINN	ANN MARIE	SPECIAL NEEDS TEACHER MASTR+75	100,842.17		3,076.16	103,918.33
MCCARTHY	JANE	SPECIAL NEEDS TEACHER MASTR+15	90,968.98		498.80	91,467.78
MCGHEE	REBECCA	SPECIAL NEEDS TEACHER MASTR+15	48,777.10		423.55	49,200.65
MIKAELIAN	NEVART	SPED COORDINATOR M+30	95,226.79		9,875.87	105,102.66
MILLER	MARK	SPECIAL NEEDS TEACHER MASTERS	20,580.38		0.00	20,580.38
MITCHELL	MICHELLE	SPECIAL NEEDS TEACHER MASTR+30	55,978.56		3,663.84	59,642.40
MOLINARI BATES	BARBARA	SPED COORDINATOR	97,682.35		13,229.61	110,911.96
MOORE	LATANYA	SCHOOL PSYCHOLOGIST MAS+75	99,996.24		623.18	100,619.42
MORRILL	ALEXANDRA	SPECIAL NEEDS TEACHER MASTR+15	72,470.10		743.68	73,213.78
MORRISON	KRISTINA	SCHOOL PSYCHOLOGIST MASTERS+30	95,300.16		370.30	95,670.46
MORRISSEY	MAUREEN	SPECIAL NEEDS TEACHER MASTR+45	97,682.33		806.72	98,489.05
MORTARELLI	MARK	NORTH STAR PROGRAM COORDINATOR	86,571.98		10,078.69	96,650.67
MULCAHY	MICHELLE	SPECIAL NEEDS TEACHER MASTR+15	91,074.04		1,814.70	92,888.74
MURPHY	MEGHAN	SPECIAL NEEDS TEACHER MASTR+45	68,319.88		1,096.07	69,415.95
MURRAY	CRISTINA	SPECIAL NEEDS TEACHER MASTR+15	65,505.29		597.89	66,103.18
MUSSI	JAIME	TEACHER ELL MASTERS	63,299.52		353.72	63,653.24
NEMETH	AMANDA	SPEECH THERAPIST MASTERS +30	95,300.16		3,303.12	98,603.28
NEUGARTEN	MARTI	SPECIAL NEEDS TEACHER MASTR+30	78,322.29		2,654.36	80,976.65
O'BRIEN	ANDREA	PHYSICAL THERAPIST MASTERS+60	70,045.69		664.52	70,710.21
O'BRIEN	KATELYN	SPECIAL NEEDS TEACHER MASTERS	58,522.68		492.56	59,015.24
O'NEILL	KATHRYN	SPECIAL NEEDS TEACHER MASTR+15	69,123.41		1,308.63	70,432.04
PARKER	JENNIFER	SPEECH THERAPIST MASTERS +30	94,641.66		2,291.71	96,933.37
PECK	STEVEN	SPECIAL NEEDS TEACHER MASTR+15	90,968.98		835.48	91,804.46
PILTCH	SARAH	SPECIAL NEEDS TEACHER MASTR+15	57,273.38		402.23	57,675.61
POMPEI	CAROLE	SPECIAL NEEDS TEACHER MASTERS	31,179.80		45.59	31,225.39
PORTER	ALLON	SPECIAL NEEDS TEACHER MASTR+15	69,123.41		251.53	69,374.94
POST LAVALLEE	MICHELLE	SPEECH THERAPIST MASTERS +75	93,620.55		3,295.61	96,916.16
PREBENSEN	MEGAN	SPECIAL NEEDS TEACHER MASTERS	39,221.04		141.56	39,362.60
PRICE	CLAUDIA	SPECIAL NEEDS TEACHER MASTR+75	102,569.87		847.07	103,416.94
PURNELL	KRISTIN	SCHOOL PSYCHOLOGIST MAS +45	21,693.46		168.35	21,861.81
REARDON	MARIA	TEACHER DEPT/HEAD DOCTORATE	104,988.56		17,688.49	122,677.05
RICHARD	KAREN	SPECIAL NEEDS TEACHER MASTR+30	88,467.85		349.32	88,817.17
RIGDON	JENNIFER	SPECIAL NEEDS TEACHER MASTR+75	101,682.17		1,331.96	103,014.13
RILEY	EMMA	SPECIAL NEEDS TEACHER MASTR+30	59,976.07		1,190.65	61,166.72
ROSENBERG	MARILYN	SCHOOL PSYCHOLOGIST DOCTORATE	80,602.29		1,604.82	82,207.11
ROSENHAND	ZIVA	OCCUP THERAPIST BACHELOR'S	78,728.91		646.11	79,375.02
RUSSELL	CAROLINE	SPECIAL NEEDS TEACHER MASTERS	54,884.93		2,030.98	56,915.91
SABINO	JESSICA	TEACHER ELL MASTERS	59,364.81		727.05	60,091.86
SALVIA	AMY	PHYSICAL THERAPIST MASTERS	34,655.53		93.84	34,749.37
SCHNEIDER	KATHERINE	SPEECH THERAPIST MASTERS +30	58,330.20		1,040.07	59,370.27
SEIBEL	KERRI	SPECIAL NEEDS TEACHER MASTERS	76,676.47		899.15	77,575.62
SMALL	CHRISTINE	SPECIAL NEEDS TEACHER MASTR+30	19,269.62		550.03	19,819.65
STEVENS	JULIA	SPECIAL NEEDS TEACHER BACHELOR	49,190.03		3,200.22	52,390.25
SULSER	VICTORIA	SPECIAL NEEDS TEACHER MASTR+60	77,787.65		1,389.87	79,177.52

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Last Name	First Name	Job Class Description	BASE	OT	OTHER	TOTAL
TAGLIAPIETRA	PAUL	SPED COORDINATOR	82,105.87		10,135.90	92,241.77
TAYLOR	ABIGAIL	SPECIAL NEEDS TEACHER MASTERS	63,299.52		275.09	63,574.61
THOMAS	JANE	EVALUATION TEAM LEADER MSTR+60	79,044.14		10,574.64	89,618.78
TRAN	TIEN	SOCIAL WORKER MASTERS +15	17,271.70		2,304.33	19,576.03
VERRETTE	STEPHANIE	SPECIAL NEEDS TEACHER MASTERS	3,785.38		0.00	3,785.38
WAGER	WILLIAM	SPECIAL NEEDS TEACHER MASTR+45	80,281.13		736.48	81,017.61
WALLS	BRYANT	SOCIAL WORKER MASTERS +30	95,300.16		303.63	95,603.79
WAYNE	TYLER	SCHOOL PSYCHOLOGIST MASTERS+30	7,460.18		50.90	7,511.08
WESTFIELD	BRANDON	PHYSICAL THERAPIST MASTERS	86,638.60		2,223.43	88,862.03
WHITTAKER	DIANE	SCHOOL PSYCHOLOGIST MASTERS+30	74,532.99		8,554.89	83,087.88
WILLIAMS	LAUREN	SPECIAL NEEDS TEACHER MASTR+45	95,232.46		867.50	96,099.96
WRIGHT	JESSICA	SPEECH PATHOLOGIST MASTERS +15	16,102.52		617.81	16,720.33
YURRITA	JENNIFER	TEACHER MIDDLE MASTERS +30	85,710.68		943.18	86,653.86
ZAPPI	KAYLA	SPECIAL NEEDS TEACHER MASTR+30	69,629.00		1,312.88	70,941.88
ZIEGLER	ANNETTE	SOCIAL WORKER MASTERS +60	100,065.13		4,299.10	104,364.23
GUIDANCE			10,535,138.41		372,098.08	10,907,236.49
ADAMS PORTER	CHAMONIX	GUIDANCE COUNSELOR MASTERS +15	59,086.43		497.32	59,583.75
CAIRNEY	AIMEE	GUIDANCE COUNSELOR MASTERS	68,464.61		3,579.33	72,043.94
DALTON THOMAS	KAREN	GUIDANCE COUNSELOR MASTERS	86,638.69		12,547.31	99,186.00
DANTONIO	JENNIFER	GUIDANCE COUNSELOR MASTERS +30	88,467.85		6,483.77	94,951.62
FINOCCHI	ELIZABETH	GUIDANCE COUNSELOR MASTERS+45	95,232.46		4,764.68	99,997.14
GARDNER	JANE	GUIDANCE COUNSELOR MASTERS +15	65,223.08		498.66	65,721.74
GARRY	RANDALL	GUIDANCE COUNSELOR MASTERS +30	95,300.16		3,421.53	98,721.69
GILROY	ALISON	GUIDANCE COUNSELOR MASTERS	71,204.22		2,380.94	73,585.16
GRAY	ADAM	GUIDANCE COUNSELOR MASTERS +30	84,184.21		10,427.38	94,611.59
GREENHOLT	SHARON	GUIDANCE COUNSELOR MASTERS +30	84,344.04		3,054.09	87,398.13
HARRISON	JOHN	GUIDANCE COUNSELOR MASTERS	54,108.06		4,733.32	58,841.38
HELLER	RAYMOND	GUIDANCE COUNSELOR MASTERS +15	71,887.68		3,911.20	75,798.88
KERN	KENIDI	GUIDANCE COUNSELOR MASTERS +30	61,900.05		170.82	62,070.87
KIRITSY	TARA	SCHOOL PSYCHOLOGIST MAS+75	102,569.87		607.98	103,177.85
KRUSKAL	MEIRA	GUIDANCE COUNSELOR MASTERS	60,864.18		2,379.49	63,243.67
LOFTUS	LAURA	GUIDANCE COUNSELOR MASTERS+45	61,417.21		4,836.45	66,253.66
LOWELL	KIMBERLY	GUIDANCE COUNSELOR MASTERS +15	59,086.43		1,969.40	61,055.83
MACDONALD	MELISA	GUIDANCE COUNSELOR MASTERS +15	84,447.26		4,102.64	88,549.90
MORIN	KELLY	GUIDANCE COUNSELOR MASTERS +30	88,467.85		7,533.61	96,001.46
NATARELLI	TAYLOR	GUIDANCE COUNSELOR MASTERS	54,108.06		457.10	54,565.16
RODRIGUEZ	CHRISTIAN	GUIDANCE COUNSELOR MASTERS +30	78,322.29		14,233.06	92,555.35
SIMONI	COURTNEY	GUIDANCE COUNSELOR MASTERS +15	66,465.29		1,518.78	67,984.07
SCHOOL LIBRARIES			1,641,789.98		94,108.86	1,735,898.84
MCDONALD	TARA	MEDIA SPECIALISTS MASTERS +30	95,300.16		11,996.34	107,296.50
ROTKIEWICZ	KATHERINE	TEACHER MIDDLE MASTERS	86,638.69		1,634.60	88,273.29
STEERE	LUCAS	TEACHER MIDDLE MASTERS	64,379.52		2,729.01	67,108.53
TITLE I			246,318.37		16,359.95	262,678.32
BICKNELL	KAREN	TITLE 1 TEACHER	23,654.74		360.61	24,015.35
BURRILL	ANDREW	TITLE 1 TEACHER	2,179.88		2,015.99	4,195.87
DALY	EMILY	TITLE 1 TEACHER	23,263.24		352.18	23,615.42
DANNIN	JENNIFER	TITLE 1 TEACHER	34,095.15		545.13	34,640.28
FERRARI	MEGAN	TITLE 1 TEACHER	22,981.23		280.84	23,262.07
KISER	DANIEL	TITLE 1 TEACHER	7,764.17		129.01	7,893.18
LIPOMA	JENNIFER	TITLE 1 TEACHER	28,608.91		511.43	29,120.34
LONGVAL	CATHERINE	TITLE 1 TEACHER	12,725.75		258.84	12,984.59
MARTINO	ERIN	TITLE 1 TEACHER	2,167.27		81.22	2,248.49
MCCARTHY	KAREN	TITLE 1 TEACHER	14,989.03		5,205.04	20,194.07
NOHOS	CHRISTINA	TITLE 1 TEACHER	18,943.04		298.32	19,241.36
O LEARY	ELIZABETH	TITLE 1 TEACHER	22,936.94		795.27	23,732.21
STEINBERG	MELISSA	TITLE 1 TEACHER	5,484.52		38.15	5,522.67
YEE	THERESA	TITLE 1 TEACHER	28,299.13		473.68	28,772.81
SUBSTITUTES - LONG TERM			248,093.00		11,345.71	259,438.71
ABARE	ROBERT	SUBSTITUTE COHORT DAILY SUB	2,142.00			2,142.00
ADAMS	JAMELE	PERMANENT SUB TEACHER HOURLY	1,080.00			1,080.00
AHERN	PAUL	SUB TEACHER & NURSE LONG TERM	11,662.00			11,662.00
ALLEN	BRENDA	SUBSTITUTE COHORT DAILY SUB	11,172.00			11,172.00
BRESLIN	JENNIFER	SUBSTITUTE COHORT DAILY SUB	5,544.00			5,544.00
BROWN	LEANNA	SUB TEACHER & NURSE LONG TERM	3,948.00			3,948.00
CARNEY	ERIN	SUBSTITUTE COHORT DAILY SUB	2,646.00			2,646.00
COHEN	PAULA	SUB TEACHER & NURSE LONG TERM	3,451.00		455.00	3,906.00
CONNORS	JAMES	SUB STDNT S/FACILITATOR LNG/TM	3,150.00			3,150.00
COOPER	LINDA	PERMANENT SUBSTITUTE TEACHER	10,584.00		0.01	10,584.01
CRAMER	KAYLA	SUBSTITUTE COHORT DAILY SUB	2,205.00			2,205.00
CRANDALL	INNA	SUBSTITUTE COHORT DAILY SUB	2,268.00			2,268.00
CRANDALL	CAMERON	SUBSTITUTE COHORT DAILY SUB	1,134.00		378.00	1,512.00
CUNNINGHAM	MATTHEW	SUBSTITUTE COHORT DAILY SUB	4,473.00			4,473.00
CURREN	NOELLE	SUBSTITUTE COHORT DAILY SUB	4,662.00		120.00	4,782.00
CURTIN-WHITE	TIMOTHY	SUBSTITUTE COHORT DAILY SUB	6,678.00			6,678.00
CZECH	JULIE	SUB STDNT S/FACILITATOR LNG/TM	10,295.68			10,295.68
DALLOS	ALEXANDRA	SUBSTITUTE COHORT DAILY SUB	3,756.00		120.00	3,876.00
DECHRISTOFORO	JOHN	PERMANENT SUB TEACHER HOURLY	32,680.93	101.60	2,000.01	34,782.54
DOLE	SAMUEL	SUBSTITUTE COHORT DAILY SUB	12,463.50			12,463.50
DUMONT	NICHOLAS	SUBSTITUTE COHORT DAILY SUB	8,442.00			8,442.00
EISENHARD	ESTHER	SUB TEACHER & NURSE LONG TERM	19,596.22			19,596.22
FILOPKOWSKI	ANDREW	SUB STDNT S/FACILITATOR LNG/TM	2,016.00		3,024.00	5,040.00
FITZGERALD	KEVIN	SUBSTITUTE COHORT DAILY SUB	5,292.28			5,292.28
FUSARO	MICHAELA	SUBSTITUTE COHORT DAILY SUB	17,489.36			17,489.36
GALLIVAN	ANNE	SUBSTITUTE COHORT DAILY SUB	7,686.00			7,686.00
GALLIVAN	NANCY	SUBSTITUTE COHORT DAILY SUB	7,560.00			7,560.00
GOMMERSTADT	DALIA	SUB TEACHER & NURSE LONG TERM	12,408.00		110.16	12,518.16
GREENSTEIN	ALIZA	SUBSTITUTE COHORT DAILY SUB	7,182.00			7,182.00
HALL	ANDREA	SUBSTITUTE COHORT DAILY SUB	28,555.59	2,005.29	474.14	31,035.02
HANCOCK	JULIA	SUBSTITUTE COHORT DAILY SUB	6,930.00		120.00	7,050.00
HARMS	ANDREW	SUBSTITUTE COHORT DAILY SUB	3,906.00			3,906.00
HENKEN	JULIA	PERMANENT SUBSTITUTE TEACHER	119.00			119.00
HERNANDEZ	JEANINE	SUBSTITUTE COHORT DAILY SUB	3,276.00			3,276.00
HOLMES	DIANE	SUB TEACHER & NURSE LONG TERM	476.00			476.00
HOWARD	DIANE	SUBSTITUTE COHORT DAILY SUB	7,555.27			7,555.27
HRONES	PAMELA	SUB TEACHER & NURSE LONG TERM	7,332.00			7,332.00
HUFF	JENNIFER	SUBSTITUTE COHORT DAILY SUB	5,670.00			5,670.00
JOHNSON	NANCY	SUB TEACHER & NURSE LONG TERM	3,438.57			3,438.57

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KELLEY	KATHLEEN	SUBSTITUTE COHORT DAILY SUB	1,764.00			5,796.00
KELLEY	LIAM	SUBSTITUTE COHORT DAILY SUB	7,938.00			7,938.00
KOUMNA	ELENA	SUB TEACHER & NURSE LONG TERM	13,912.00			13,912.00
LAWTON	MARK	SUB TEACHER & NURSE LONG TERM	8,836.00			8,836.00
LYNCH	EMMA	SUB STDNT S/FACILITATOR LNG/TM	10,080.00			10,080.00
MACE	CHLOE	SUBSTITUTE COHORT DAILY SUB	7,434.00			7,434.00
MARIANO	JULIA	SUBSTITUTE COHORT DAILY SUB	756.00			756.00
MCELANEY	ELIZABETH	SUBSTITUTE COHORT DAILY SUB	1,134.00			1,134.00
MONAGHAN	SARA	SUB TEACHER & NURSE LONG TERM	14,100.00		100.00	14,200.00
MOSCOFIAN	ELAINE	SUBSTITUTE COHORT DAILY SUB	17,479.14		120.00	17,599.14
MULHOLLAND	ELIZABETH	SUB TEACHER & NURSE LONG TERM	20,978.56		120.00	21,098.56
MUNDY	PETER	PERMANENT SUBSTITUTE TEACHER	25,136.09		10,013.67	35,149.76
NEUGARTEN	HAYLEY	SUBSTITUTE COHORT DAILY SUB	6,084.75			6,084.75
POWER	MARGARET	SUBSTITUTE COHORT DAILY SUB	4,410.00		1,134.00	5,544.00
ROBERT	NICHOLAS	SUBSTITUTE COHORT DAILY SUB	7,308.00		120.00	7,428.00
SANTICCIOLI	WALLACE	SUB TEACHER& PARA +91 DAYS	6,689.30		882.00	7,571.30
SCHECTMAN	SAMUEL	SUBSTITUTE COHORT DAILY SUB	7,812.00			7,812.00
SEIBEL	ERIN	SUBSTITUTE COHORT DAILY SUB	504.00		378.00	882.00
SEIFIN	NASHAAT	SUBSTITUTE COHORT DAILY SUB	2,772.00			2,772.00
SHANNON	MAURA	SUBSTITUTE COHORT DAILY SUB	2,921.94			2,921.94
SIMPSON	WHITNEY	SUB TEACHER & NURSE LONG TERM	9,400.00		-1,316.00	8,084.00
SINZINGER	WENDY	SUB TEACHER & NURSE LONG TERM	1,692.00		2,632.00	4,324.00
SPURLING	JOSEPH	PARA EDUCATORS - PRE & MIDDLE	6,291.47			6,291.47
STARIKOV	KEVIN-KONSTANTIN	SUBSTITUTE COHORT DAILY SUB	3,150.00			3,150.00
THYNE	SAMANTHA	SUB TEACHER & NURSE LONG TERM	564.00			564.00
TOOMEY	ERIN	SUBSTITUTE COHORT DAILY SUB	4,032.00			4,032.00
TRONCOSO	ALBERTO	SUBSTITUTE COHORT DAILY SUB	20,831.24			20,831.24
VROTSOS	LUKE	SUBSTITUTE COHORT DAILY SUB	3,780.00			3,780.00
ZOGBY	AILEEN	SUBSTITUTE COHORT DAILY SUB	2,772.00			2,772.00
SUBSTITUTES			511,487.89	2,106.89	25,016.99	538,611.77
ADLER	AMY	TUTOR/HOMEBOUND		661.93		661.93
BABSON	ELENA	PARA - NO DEGREE		212.00		212.00
BAILEY	MEGAN	COACHING STAFF			4,356.00	4,356.00
BALBEN	CATHERINE	SUB TEACHER & PARA + 15 DAYS	1,963.50			1,963.50
BARBO	ANN	SUB TEACHER & PARA + 15 DAYS	2,849.00			2,849.00
BARIL	SAMANTHA	COACHING STAFF			7,307.32	7,307.32
BIAGI	JANE	SUB TEACHER & PARA + 15 DAYS	7,780.50		94.50	7,875.00
BROWNING	HADLEY	PARA - NO DEGREE	238.00			238.00
CARADONNA	MARIE	SUB TEACHER & PARA + 15 DAYS	357.00			357.00
CARLSON	CHERYL	COACHING STAFF			5,146.00	5,146.00
CHAMMAS	SYLVIE	SUBSTITUTE TEACHER & PARA 1-15	119.00			119.00
CHEN	YI-JU	SUBSTITUTE TEACHER & PARA 1-15	318.00			318.00
CLARK	MARY ELLEN	COACHING STAFF			4,036.80	4,036.80
COLLINS	ALEXANDRA	COACHING STAFF			3,268.10	3,268.10
CORBE	CAROLYN	SUB TEACHER & PARA + 15 DAYS	3,434.00			3,434.00
CROCKETT	HEATHER	TEACHER SECONDARY BACHELORS	32,048.76		44.07	32,092.83
CUSTODIO	MATTHEW	PERMANENT SUBSTITUTE TEACHER	34,898.44		0.01	34,898.45
DALY	JEREMIAH	COACHING STAFF			4,159.00	4,159.00
DASILVA	DEBRA	PARA - NO DEGREE	2,856.00			2,856.00
DENNIS	JUDITH	SUBSTITUTE NURSE	24,602.88		88.28	24,691.16
DIOTALLEVI	SIMONETTA	SUBSTITUTE TEACHER & PARA 1-15	371.00			371.00
DONNELLY	SARAH	SPECIALTY ADVISOR			7,000.00	7,000.00
FLAHERTY	PAUL	COACHING STAFF			900.00	900.00
FLEMING	KATHLEEN	COACHING STAFF	6,678.00		8,544.56	15,222.56
FRUTKOFF	CAROL	SUB TEACHER & PARA + 15 DAYS	4,141.77			4,141.77
GALLAGHER	PATRICK	SUBSTITUTE TEACHER & PARA 1-15	2,142.00			2,142.00
GANONG	JOANN	SUB TEACHER & PARA + 15 DAYS	357.00			357.00
GAVELIS	ANTHONY	SUB TEACHER & PARA + 15 DAYS	3,451.00			3,451.00
GETZ	ELLEN	SUBSTITUTE TEACHER & PARA 1-15	212.00			212.00
GOLDBERG	DANIELLE	PARA - NO DEGREE	265.00			265.00
GOLDEN	JENNIFER	PARA - NO DEGREE	238.00			238.00
GORMAN	ELIZABETH	SUBSTITUTE TEACHER & PARA 1-15	4,697.00			4,697.00
GOULART	WILLIAM	SUBSTITUTE TEACHER & PARA 1-15	15,934.00		10.80	15,944.80
GUARINO	TANNER	COACHING STAFF			6,931.00	6,931.00
HANDRICK	THOMAS	SUBSTITUTE TEACHER & PARA 1-15	106.00			106.00
HANSBERRY	JOSEPH	SUBSTITUTE TEACHER & PARA 1-15	106.00			106.00
HASWELL	PATRICK	COACHING STAFF			2,400.00	2,400.00
HATT	CAITLIN	PARA - NO DEGREE	530.00			530.00
HEALY	PAUL	SUB TEACHER & PARA + 15 DAYS	2,975.00			2,975.00
HEANEY	CHRISTOPHER	COACHING STAFF			2,400.00	2,400.00
HERNANDEZ	BRITTANY	COACHING STAFF			5,510.00	5,510.00
HOLT	JUSTINE	SUBSTITUTE TEACHER & PARA 1-15	939.00			939.00
HUGHES	JOHN	SUB TEACHER & PARA + 15 DAYS	10,640.00			10,640.00
HUGHES	MICHAEL	COACHING STAFF			4,750.00	4,750.00
HYMES	JENNIFER	SUB TEACHER & PARA + 15 DAYS	1,249.50			1,249.50
IHLOFF	ROBERT	COACHING STAFF			8,039.96	8,039.96
JACHOWICZ	JESSICA	SUBSTITUTE TEACHER & PARA 1-15	4,130.00			4,130.00
JACOBS	LEE	SUBSTITUTE TEACHER & PARA 1-15	1,309.00			1,309.00
JANDA	SAMANTHA	COACHING STAFF			3,457.23	3,457.23
JENKINS	GEORGE	COACHING STAFF			4,750.00	4,750.00
KEAVENY	ERIN	COACHING STAFF			3,053.23	3,053.23
KELLEY	TIMOTHY	COACHING STAFF			4,036.80	4,036.80
LACOUTURE	WILLIAM	COACHING STAFF			8,317.20	8,317.20
LAMB	THOMAS	COACHING STAFF			3,364.00	3,364.00
LAVENTURE	BRIGITTE	PARA - NO DEGREE	14,112.00			14,112.00
LEE	WILLIAM	SUBSTITUTE TEACHER & PARA 1-15	2,387.50			2,387.50
LEONE	SANDRA	SUBSTITUTE TEACHER & PARA 1-15	6,148.00			6,148.00
LIBIN	JENNIFER	COACHING STAFF			4,171.36	4,171.36
LIN	LAUREN	SUBSTITUTE TEACHER & PARA 1-15	1,166.00			1,166.00
LUCAS	LAUREN	SUBSTITUTE TEACHER & PARA 1-15	7,938.00			7,938.00
MAHER	ALICIA	SUBSTITUTE TEACHER & PARA 1-15	3,748.50			3,748.50
MAK	AMY	SUB TEACHER & PARA + 15 DAYS	1,428.00			1,428.00
MARIANO	SUSAN	SUBSTITUTE TEACHER & PARA 1-15	714.00			714.00
MASTO	MICHAEL	COACHING STAFF			8,039.96	8,039.96
MAURER	JOANNE	SUB TEACHER & PARA + 15 DAYS	833.00			833.00
MAZZOLA	ELIZABETH	COACHING STAFF			3,364.00	3,364.00
MCCORMICK	KAYTLYN	SUB TEACHER& PARA +91 DAYS	13,147.88			13,147.88
MCDOWELL	KURT	COACHING STAFF			4,881.33	4,881.33
MCGUIRE	PAUL	SUB TEACHER & PARA + 15 DAYS	2,023.00			2,023.00
MCMAHON	KARA ANN	COACHING STAFF			4,750.00	4,750.00

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Last Name	First Name	Job Class Description	BASE	OT	OTHER	TOTAL
MEISNER	ANNE	COACHING STAFF			5,230.79	5,230.79
MIKHAIL	CAROLINE	SUBSTITUTE TEACHER & PARA 1-15		106.00		106.00
O'CONNOR	FIONA	COACHING STAFF			5,146.00	5,146.00
O'LEARY	COLLEEN	SUBSTITUTE TEACHER & PARA 1-15		13,534.50		13,534.50
OHRENBERGER	HENRY	SUBSTITUTE TEACHER & PARA 1-15		1,060.00		1,060.00
OREILLY	SHEILA	PARA - NO DEGREE		1,785.00		1,785.00
PACHECO	NICHOLAS	PERMANENT SUBSTITUTE TEACHER		3,591.00		3,591.00
REEF	ELIZABETH	SUBSTITUTE TEACHER & PARA 1-15		530.00		530.00
ROONEY	LINDSEY	COACHING STAFF			4,776.88	4,776.88
ROSS	JACOB	COACHING STAFF			3,269.78	3,269.78
SAVILONIS	MARSHA	PARA - NO DEGREE		318.00		318.00
SEFTON	VIRGINIA	SUB TEACHER & PARA + 15 DAYS		952.00		952.00
SHAGORY	EDWARD	SUB TEACHER & PARA + 15 DAYS		22,806.00	1,008.00	23,814.00
SLOAN	ASHLEY	COACHING STAFF			7,287.09	7,287.09
SPINAZOLA	RODNEY	COACHING STAFF			3,902.24	3,902.24
STANLEY	MICHAEL	COACHING STAFF			3,364.00	3,364.00
STEWARTSON	KYLE	SUBSTITUTE TEACHER & PARA 1-15		238.00		238.00
STOKES	SHELLEY	COACHING STAFF			5,660.60	5,660.60
STOLLER	JENNIFER	COACHING STAFF			3,364.00	3,364.00
SUGRUE	MATTHEW	SUBSTITUTE TEACHER & PARA 1-15		7,056.00		7,056.00
SUXHO	PETRAQ	COACHING STAFF			6,931.00	6,931.00
TAGER DOLAT	LAURIE	SUB TEACHER & PARA + 15 DAYS		1,190.00		1,190.00
TERRY	ELIZABETH	SUBSTITUTE TEACHER & PARA 1-15		1,260.00		1,260.00
THOMAS	KEVIN	COACHING STAFF			6,080.00	6,080.00
THOMAS	ZACHARY	COACHING STAFF			4,305.92	4,305.92
TOWNE	DENISE	SUBSTITUTE TEACHER & PARA 1-15		7,176.00		7,176.00
VERDELLI	ABIGAIL	COACHING STAFF			4,881.33	4,881.33
VITARELLI	KIRSTY	SUBSTITUTE TEACHER & PARA 1-15		15,288.00		15,288.00
WAINWRIGHT	DAVID	COACHING STAFF			7,122.52	7,122.52
WALKER	DAVID	SUB TEACHER & PARA + 15 DAYS		3,629.50		3,629.50
WELCH	DAVID	SUBSTITUTE TEACHER & PARA 1-15		3,213.00		3,213.00
WINN	SHARON	TUTOR/HOMEBOUND		5,209.00	138.64	5,347.64
WRIGHT	JEFFREY	COACHING STAFF			3,364.00	3,364.00
YOUNG	MARIA	SUB TEACHER & PARA + 15 DAYS		1,582.00		1,582.00
			316,980.16		203,004.30	519,984.46



TOWN OF NATICK

Home of Champions

- Legend**
- Mass Pike (I-90)
 - Route
 - Major Road
 - Local
 - Access/Ramp
 - Scenic Road



0 0.5 1 Miles



Cartography By Richard Ames, GISP
Street index on Reverse

ABBOTT RD	D7	CARVER HILL ST	J8	DWIGHT AV EXT	D5	GREAT ROCK CIR	I2	KELLEY WY
ADAMS ST	H6	CASWELL ST	I9	E. CENTRAL ST		GREEN ST	I3	KELSEY RD
ALDEN ST	B7	CECIL RD	F2	(RT-135)	G7	GREENLEAF ST	G1	KENDALL LN
ALGER ST	I8	CEDAR AV	I5	E. EVERGREEN RD	D4	GREENWOOD RD	F2	KIMBALL CT
ALGONQUIAN DR	H7	CEDAR ST	I8	EAST ST	H5	GRISTMILL LN	L7	KINSMAN PL
ALLEN CT	H5	CEDAR TER	I5	EASTLEIGH LN	J4	GROVE RD	E7	KNOX CT
ALLEN ST	H6	CEMETERY ST	H4	EDEN ST	H2	GROVE ST	G5	KYLIE LN
ALLISON WY	K5	CENTRE ST	E5	EDGEWOOD AV	D7	GROVE TER	E7	LACONIA RD
AMBLER CT	I5	CHALCOM CIR	K7	EDGEWOOD AV	I6	GUYS WY	G7	LACOSTA DR
ANDREW CIR	B7	CHARLES ST	F5	EDSON RD	K8	HALSEY WY	F7	LAGRANGE ST
APPLE RIDGE DR	L8	CHERYL RD	F3	EDWARDS RD	H3	HAMMOND AV	D4	LAKE ST
APPLETON RD	D5	CHESTER ST	H6	EISENHOWER AV	E7	HAMMOND RD	C4	LAKESHORE RD
APPLETREE LN	D4	CHESTNUT ST	F5	ELIOT ST (RT-16)	I8	HAMMOND RD EXT	C4	LAKESIDE AV
AQUEDUCT RD	K7	CHIEFTAIN LN	I7	ELIOT HILL RD	K6	HAMPSHIRE DR	E5	LAKEVIEW AV
ARBOR CIR	F7	CHRISLIN WY	C4	ELM ST	H5	HAMPTON RD	F3	LAKEWOOD RD
ARCADIA RD	F4	CHRYSLER RD	E2	ELMWOOD AV	I5	HARDING RD	J1	LAMPLIGHT CIR
ARCHER DR	F3	CHURCH ST	H6	ELWIN RD	G1	HARDWICK RD	F1	LANES END
ARLINGTON CIR	E6	CIDER MILL LN	K5	EMERSON ST	D5	HARP CT	I8	LANGDON RD
ARLINGTON RD	D6	CIRCULAR AV	I5	ENGLAND RD	J3	HARRISON ST	G5	LANTERN LN
ARROW PT	I7	CLARENDON ST	H6	ERIE DR	C6	HARTFORD ST	F2	LARCHWOOD LN
ARTHUR ST	F5	CLARKS CT	H5	ERLANDSON RD	E7	HARVARD ST	G6	LARKSPUR WY
ASH ST	D4	CLAYBROOK RD	K9	ERNEST DR	J7	HARVARD ST EXT	G6	LAURIE LN
ATHERTON ST	I5	CLEARVIEW DR	I6	ESSEX RD	F1	HARVEST MOON DR	J6	LEACH LN
AUBURN ST	I8	CLIFTON RD	F3	EUCLID AV	D6	HARWOOD CIR	E6	LEDGE LN
AUSTIN WY	F6	CLOVER LN	J7	EUCLID CIR	D6	HARWOOD RD	D6	LEIGHTON ST
AUTUMN LN	I2	CLOVER TER	J7	EVANS DR	C4	HAWTHORNE ST	F5	LELAND RD
AVON LN	F3	CLUBHOUSE LN	A6	EVERETT ST	L5	HAYES ST	H6	LENA RD
AVON ST	H6	COACHMAN LN	F1	EVERETT TER	L6	HEARTHSTONE CIR	C5	LENEX ST
AZALEA CIR	H7	COBBLESTONE DR	J6	EVERGREEN RD	D3	HEAVEY WY	J5	LIBBY RD
BACON ST	F6	COCHITUATE ST	H5	FAIRBANKS PL	F5	HEIDI LN	E4	LIBERTY ST
BADGER AV	J8	COHNS ST	I9	FAIRS LN	K8	HEMLOCK DR	G1	LINCOLN CIR
BAILEY HILL RD	I8	COLBURN ST	I6	FAIRVIEW AV	I3	HERBERT RD	I3	LINCOLN PL
BARCHESTEAD PL	I4	COLEMAN CT	F4	FAIRWAY CIR	G3	HERITAGE LN	G4	LINCOLN ST
BARNESDALE RD	F2	COLLEGE RD	F8	FARM HILL RD	I7	HF BROWN WY	I1	LINCOLN ST EXT
BASS RD	E7	COLLINS AV	I4	FARRANT RD	D5	HICKORY RD	C6	LINDEN ST
BASS TER	E7	COLUMBIA AV	F3	FARWELL ST	I6	HIGH ST	H5	LINWOOD RD
BAY STATE RD	F6	COMMON ST	H6	FAY WY	I6	HIGH ST EXT	I5	LODGE LN
BAYBERRY RD	D4	COMMONWEALTH RD		FELCH CT	D4	HIGHLAND ST	G5	LODGE RD
BEACON ST	F5	(RT-30)	A7	FELCH RD	C5	HILL ST	G1	LOIS ST
BEACONSFIELD DR	F5	CONCORD PL	H5	FERN ST	I3	HILLCREST AV	I5	LOKER ST
BEAR HILL RD	J5	CONCORD ST	H5	FERNDAL RD	C5	HILLSIDE RD	G6	LONGFELLOW RD
BEAVER DAM RD	G2	CONNECTICUT AV	E7	FERRIN CT	H5	HOFFMAN CT	H5	LONGVIEW ST
BEE ST	H6	COOLIDGE AV	I6	FIELDSTONE LN	L5	HOME AV	H2	LOOKOUT AV
BELLEVUE RD	H5	COOPER RD	E7	FIFTH ST	F4	HOMEWARD LN	I1	LOOKOUT FARM RD
BELMORE RD	H3	CORDIAL WY	K8	FIRST ST	F4	HOMEWARD RD	H1	LOTUS PT
BELVIDERE ST	G5	CORMAN DR	C4	FISHER ST	F4	HOPEWELL FARM RD	K5	LOWELL RD
BENNETT ST	I5	COTTAGE ST	H5	FISKE LN	I3	HOVEY AV	B7	LUPINE ST
BEVERLY RD	D6	COUNTRYSIDE RD	J5	FISKE ST	I3	HOWE ST	G1	LYMAN ST
BIGELOW AV	G5	COURSE BROOK LN	J3	FLORAL AV	I5	HUDSON ST	I3	LYNN ST
BIRCH RD	D4	COURT ST	H5	FLORAL AV EXT	I5	HUNTER'S LN	I5	MACARTHUR RD
BISHOP ST	G1	CRAFT RD	D6	FLORENCE ST	G6	HUNTERS HILL CT	H5	MADISON ST
BLOSSOM CIR	E4	CRAIGIE ST	I6	FLYNN ST	E4	HUNTINGTON ST	D6	MADONNA ST
BLUEBERRY HILL RD	G1	CRESCENT ST	G3	FOLEY DR	F4	HURON DR	C6	MAGNOLIA RD
BLUESTONE WY	J6	CREST RD	D4	FORD CT	I5	ICE HOUSE LN	J4	MAIN ST (RT-27)
BODEN LN	G1	CROSS ST	I5	FOREST AV	H5	INDIAN RIDGE RD	M7	MAINE AV
BOLSER AV	I3	CURTIS RD	G2	FOREST AV EXT	I5	INDIAN RIDGE WY	M8	MAINSTONE RD
BORDER RD	F7	CURVE ST	I5	FOREST ST	H5	INDIAN ROCK RD	A7	MALDEN ST
BRADFORD RD	D5	CYPRESS RD	D4	FOSKETT CT	G5	INDIAN SPRINGS RD	M8	MANCHESTER PL
BRAEMORE RD	H1	D ST	G1	FOXHILL DR	C7	INGLESIDE RD	C7	MANOR AV
BRIAR LN	B7	DARBY CT	C5	FRANCES AV	G3	IRVING RD	D5	MANSFIELD ST
BRIGHAM CT	G7	DARTMOUTH ST	D4	FRANCONIA AV	F5	IVY LN	G1	MAPLE AV
BROADS AV	I8	DAVID DR	G6	FRANKLIN ST	G6	JACK PATRICK LN	K6	MAPLE ST
BROOK ST	I8	DAVIS BROOK DR	I7	FRONT ST	I8	JACKSON CT	F4	MARIE PT
BROOK HOLLOW RD	I8	DEAN RD	F2	FROST ST	B6	JACQUELINE CIR	E5	MARION ST
BROOKDALE RD	G1	DEEPWOODS DR	K7	GANNETT RD	E7	JAMESON ST	J5	MARJORIE LN
BROWNING RD	E7	DEER PT	J6	GARDEN RD	H1	JEFFERSON ST	I6	MARK ST
BUCKINGHAM RD	G2	DEERFIELD LN	F5	GARFIELD ST	H6	JENNIFER CIR	I3	MARSHALL AV
BUCKSKIN LN	I6	DEVIN DR	C6	GEN. GREENE AV	G4	JENNINGS POND RD	E7	MARSHALL RD
BUENA VISTA RD	E7	DEWEY ST	H6	GIBBS ST	E6	JENNISON CIR	B7	MARSTON LN
BUNKER LN	J3	DIAMOND ST	H5	GIBSON RD	G1	JOSEPH P. SHERIDAN		MASS PIKE PIKE (I-90)
BURNING TREE RD	H1	DIGREN RD	F6	GILBERT ST	G5	WY	E3	MASSACHUSETTS AV
BURNING TREE TER	H2	DONCASTER DR	G3	GILMORE AV	I8	JOSHUA PT	J5	MATHEW CT
BYRON RD	E7	DONOVAN LN	G6	GLEN ST	J8	JUDITH RD	F4	MEADOW ST
CABOT ST	B7	DORSET LN	G7	GLENWOOD ST	K8	JUNIPER LN	I6	MEADOW POND LN
CAMPUS DR	I4	DOTTIES CT	C5	GORDON RD	D4	JUSTIN RD	K7	MECHANIC ST
CAPE ST	J9	DOVER RD	J9	GRACE CIR	I5	KAPRELIAN CT	E4	MEETING HOUSE LN
CARLISLE TER	F5	DRAPER ST	I3	GRANBY RD	G3	KAREN LN	J2	MEGONKO RD
CARLSON CIR	J3	DRURY LN	D5	GRANDVIEW ST	I6	KATIE PT	J2	MELODY WY
CARSHA DR	K5	DURANT RD	I4	GRANT ST	H6	KEANE RD	E7	MELVIN RD
CARTER DR	F7	DWIGHT AV	D5	GRAYSTONE LN	K6	KEANE TER	E7	MERCER RD

F5	MEREDITH PT	F8	PERRY RD	E4	SHERMAN TER	H6	W. CENTRAL ST	
G3	MERIFIELD LN	L6	PETERSON RD	D7	SHERWOOD RD	F3	(RT-135)	H3
H1	MERRILL RD	J8	PHEASANT HOLLOW		SHORE RD	E7	WABAN ST	H5
H5	MICHAEL TER	J5	RD	I2	SHORE TER	E7	WALCOTT ST	I5
G5	MICHIGAN DR	C7	PHILLIPS ST	J9	SIENNA LN	J5	WALDEN DR	I2
I5	MIDDLE ST	G6	PHILLIPS POND RD	K8	SILVERHILL LN	I2	WALKUP CT	G7
J2	MIDDLESEX AV	H5	PICKEREL RD	D7	SKOHEGAN WY	H7	WALNUT AV	E5
E7	MILFORD AV	B7	PILGRIM RD	G1	SOUTH AV	H5	WALNUT ST	E6
H2	MILK ST	H6	PINE ST	C5	SOUTH ST	K7	WALNUT HILL DR	G6
G5	MILL LN	J8	PINEHURST AV	I2	SPEEN ST	E3	WALNUT PARK RD	E6
G5	MILL ST	G2	PINERIDGE RD	E7	SPOONER AV	I3	WARING RD	D4
E4	MILLBROOK RD	G1	PINEWOOD AV	I5	SPRING ST	H5	WARREN RD	J9
B7	MOCCASIN PT	I7	PITTS ST	H5	SPRING VALLEY RD	D5	WASHBURN CT	I5
I3	MOHEGAN TRAIL	I1	PLAIN ST	H5	SPRUCE LN	I2	WASHINGTON AV	G5
F4	MOORE ST	J3	PLEASANT ST	J8	SQUIRE CT	I2	WASHINGTON ST	G5
F1	MORAN CT	G5	PLEASANT VIEW RD	E7	ST THOMAS AV	J9	WATER ST	I9
J2	MORENCY ST	H1	POINT ST	H3	STACEY ST	H2	WATERVIEW LN	J8
C6	MORGAN DR	J5	POND RD (WELL)	F8	STAGG DR	F3	WATSON ST	H3
M7	MORNINGSIDE AV	J6	POND ST	H4	STANLEY ST	E4	WAYSIDE RD	K5
H1	MORSE LN	I8	POND RIDGE RD	J6	STEPPING STONE LN	K8	WEBSTER ST	I6
I2	MORSE ST	H6	PONDVIEW CIR	B7	STETSON RD	F2	WEDGEWOOD RD	D5
C5	MULLIGAN ST	H6	PORTER RD	F1	STEVEN CIR	G7	WELLESLEY AV	H2
H8	MURDOCK RD	G7	POSSUM HOLLOW LN	F3	STILLMAN CIR	I1	WELLESLEY RD	D7
J5	N. MAIN ST (RT-27)	C4	POST OAK LN	I2	STILLMAN ST	J1	WELLS ST	E7
D5	N. PLEASANT ST	F4	PREBLE ST	I5	STILLWATER CIR	F7	WENTWORTH RD	E5
D6	NANCY RD	B6	PRESBRY PL	J5	STONE TER	G1	WEST ST	I4
I3	NAPLES RD	E7	PRESCOTT AV	I2	STONEBRIDGE CIR	G2	WESTERN AV	H5
D4	NASHOBAB CIR	F4	PRINCETON RD	E7	STONES END RD	J5	WESTFIELD RD	H2
I7	NATICK LABS	G4	PROCTOR ST	I3	STRATFORD RD	C4	WESTLAKE RD	D4
C6	NEIL CIR	F4	PROSPECT ST	H2	STRATHMORE RD	F2	WESTVIEW AV	H6
I6	NELSON CT	I5	PRYOR RD	C5	STRAWBERRY HILL		WESTVIEW RD	I1
H6	NELSON ST	I5	PUMPKIN PINE RD	H1	RD	G7	WESTVIEW TER	H6
H6	NERN ST	G6	PURINGTON AV	F3	SUMMER ST	H5	WESTWOOD RD	D7
H6	NEW RD	E4	QUINCE ST	H5	SUMMIT RD	G6	WETHERSFIELD RD	D5
E5	NEW HAMPSHIRE AV	E7	RABBIT RUN RD	F3	SUNDANCE WY	I6	WHALEN LN	H5
H1	NEWFIELD DR	H2	RANDALL CT	H5	SUNNYSIDE RD	E4	WHEELER LN	E5
G3	NEWMAN CIR	C7	RANGER RD	G2	SUNSET PT	D3	WHISPERING LN	J6
H3	NIMITZ CIR	F7	RATHBUN RD	B7	SUNSHINE AV	D7	WHITCOMB ST	I3
F5	NOBBY LN	H5	REDMEN DR	J4	SUPERIOR DR	E3	WHITNEY CIR	C7
F4	NOKOMIS WY	I7	RETROP RD	G7	SURREY LN	G2	WHITRIDGE RD	K6
D6	NOLIN ST	H1	REYNOLDS AV	H5	SYLVESTER RD	J3	WHITTIER RD	D7
H1	NONESUCH DR	B6	RHODE ISLAND AV	E7	SYLVIA AV	I2	WHITTIER RD EXT	D7
I2	NORTH AV	G6	RICE ST	G6	TAMARACK RD	H1	WIGHT FARM RD	F5
K9	NORTHWOOD LN	A7	RICHARD RD	D5	TAYLOR AV	H5	WILDMEADOW LN	K5
D4	NOTTINGHAM DR	F2	RICHMOND RD	E7	TECH CIR	C6	WILDWOOD PL	G3
E4	NOUVELLE WY	E2	RIDGE AV	F3	TEMPLE ST	H5	WILLOW ST	G5
E5	OAK ST	B6	RIVER ST	I9	TERRACE RD	F6	WILOGREEN RD	G7
D5	OAK HILL RD	B7	RIVERBEND DR	J7	TERRANE AV	E5	WILSON DR	H1
F3	OAK KNOLL RD	C4	ROBERT SPROULE LN	I8	THERESA LN	J2	WILSON ST	H6
E7	OAKLAND ST	H5	ROBINHOOD RD	F3	THIRD ST	F4	WINCH WY	G5
I6	OAKLAND ST EXT	I5	ROCKLAND ST	J5	THOMPSON CT	H5	WINDSOR AV	J3
G1	OAKLAND TER	I4	ROCKLAND TER	K5	THOREAU CT	I2	WINNEMAY ST	G5
D4	OAKRIDGE AV	F7	ROCKRIDGE RD	K7	TIBBETTS ST	G6	WINSLOW RD	E7
H5	OLIVER ST	I5	ROCKWOOD RD	I7	TIMBER LN	F3	WINTER ST	B6
E7	OLIVIER ST	G1	ROCKY HILL RD	I5	TOURNAMENT RD	H2	WOLFE TER	J5
A7	ORCHARD RD	E7	ROLLING LN	F8	TOWER CT	F5	WOODBINE RD	I2
H6	OTIS ST	D6	ROSEWOOD LN	C6	TOWNSEND CIR	I3	WOODBURY LN	J7
G7	OVERBROOK RD	D7	ROUNDWOOD RD	F5	TRAVERSE RD	E7	WOODCOCK PT	K6
E6	OVERBROOK TER	E7	ROXBURY AV	H5	TRAVIS RD	F2	WOODLAND HTS	I7
G6	OVERHILL RD	F5	RUNNINGBROOK CIR	E4	TUCKER ST	H4	WOODLAND ST	I6
I4	OVERLOOK RD	E7	RUSSELL CIR	D5	TYLER ST	F4	WOODLEIGH RD	J6
H5	OWBOW RD	H1	RUTLEDGE LN	E5	UNION CT	H5	WOODS CT	G6
J2	OXFORD ST	D7	RUTLEDGE RD	D4	UNION ST	H6	WORCESTER ST	
G6	PALMER AV	H5	S. LINCOLN ST	I9	UNIVERSITY DR	G7	(RT-9)	E5
I3	PAMELA RD	C6	S. MAIN ST (RT-27)	H5	UPLAND RD	D7	WORONOCO DR	H7
C5	PARK AV	E5	SADDLEBROOK RD	A7	VALE ST	G6	WYNDMERE LN	L6
I2	PARK ST	H6	SAMUEL PT	J2	VALLEY RD	G5	YORKSHIRE DR	E5
F7	PARKER CT	H5	SANCTUARY BLVD	J6	VERMONT AV	E7	YUBA PL	G5
K8	PARKMAN ST	G5	SASSAMON RD	M8	VERNON RD	G2	ZOAR ST	I6
A7	PARKVIEW ST	I6	SAWIN ST	G6	VESTA RD	E4		
E7	PARSONS WY	J8	SCARSDALE RD	I7	VICTORIA CIR	I3		
I8	PATTON RD	F7	SCHALLER ST	I9	VILLAGE WY	H2		
F4	PAUL ST	E6	SCHOOL ST	H6	VILLAGE BROOK LN	I1		
J3	PAULINE DR	G6	SCHOOL ST EXT	H6	VILLAGE GREEN A	L8		
G5	PAYSON RD	G5	SECOND ST	F4	VILLAGE GREEN B	L8		
F5	PEARL ST	H5	SHADY OAK LN	G1	VILLAGE GREEN LN	H1		
E4	PEGAN LN	L9	SHATTUCK ST	G5	VILLAGE HILL LN	I1		
G2	PELHAM RD	G1	SHEFFIELD RD	D5	VILLAGE ROCK LN	I1		
E7	PENACOOK LN	G7	SHERIDAN ST	H6	VIRGINIA RD	G2		
F1	PENOBSCOT DR	H7	SHERMAN ST	H6	VISION DR	E5		

TOWN FACILITIES

Town Hall Offices	13 East Central Street	508-647-6400
Assessors		508-647-6420
Board of Health		508-647-6460
Select Board		508-647-6410
Building Department		508-647-6450
Community Development		508-647-6450
Comptroller		508-647-6435
Human Resources		508-647-6471
Information Technology		508-647-6472
Retirement		508-647-6440
Tax Collector/Treasurer		508-647-6425
Town Administrator		508-647-6410
Town Clerk		508-647-6430
Cole Center (Recreation & Parks)	179 Boden Lane	508-647-6530
Community Organic Farm	117 Eliot Street	508-655-2204
Community – Senior Center	117 East Central Street	508-647-6540
Council on Aging		508-647-6544
Human Services		508-647-6519
Veterans Services		508-647-6545
Department of Public Works	75 West Street	508-647-6550
Engineering		508-647-6551
Highway		508-647-6562
Land Facilities		508-647-6558
Sanitation		508-647-6556
Water & Sewer		508-647-6557
Fire Department (Non-emergency)	22 East Central Street	508-647-9550
Libraries		
Bacon Free	58 Eliot Street	508-653-6730
Morse Institute	14 East Central Street	508-647-6520
Police Department (Non-emergency)	20 East Central Street	508-647-9500
Recycling Center	Corner of Route 27 & West Street	
Sassamon Trace Golf Course	233 South Main Street	508-655-1330
School Department – Main Office	13 East Central Street	508-647-6500
Bennett-Hemingway Elementary	22 East Evergreen Road	508-647-6580
Brown Elementary	1 Jean Burke Drive	508-647-6660
Johnson Elementary	99 South Main Street	508-647-6680
Lilja Elementary	41 Bacon Street	508-647-6570
Memorial Elementary	107 Eliot Street	508-647-6590
Kennedy Middle	165 Mill Street	508-647-6650
Wilson Middle	22 Rutledge Road	508-647-6670
Natick High School	West Street	508-647-6600

Please visit <http://natickma.gov/730/Contact-Us> for a complete Town Directory

